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ABSTRACT

This report presents the proceedings of a Chicago conference and other information acquired as part of a project designed to increase the access of Asian and Pacific American women to U.S. Department of Labor programs. The first part of the report describes the Chicago conference and includes several articles: (1) a history of Asian women in Chicago; (2) case studies of Asian and Pacific American women's employment experiences and the implications of these experiences; (3) descriptions of Department of Labor employment and training programs; and (4) guidelines for securing Federal employment. Also presented here are descriptions of conference workshops held on establishing employment networks and beginning small businesses. The second part of the report deals with employment patterns of Asian and Pacific women in the Midwestern United States, including an overview and some preliminary statistical data on Korean, Indian, Indochinese, Chinese, Japanese, and Filipino women in the Chicago area. Part III presents the recommendations from the National Conference on Employment of Asian/Pacific American Women held in Washington, D.C. (Author/GC)

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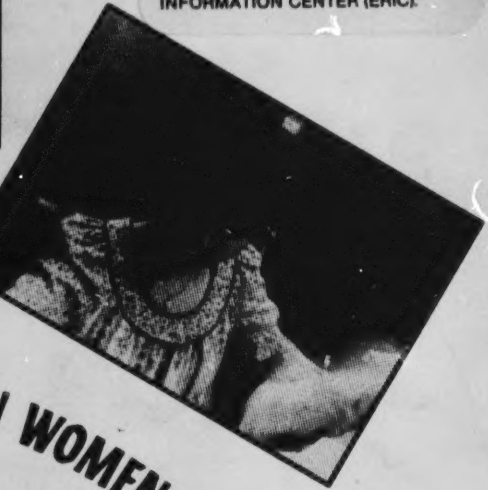
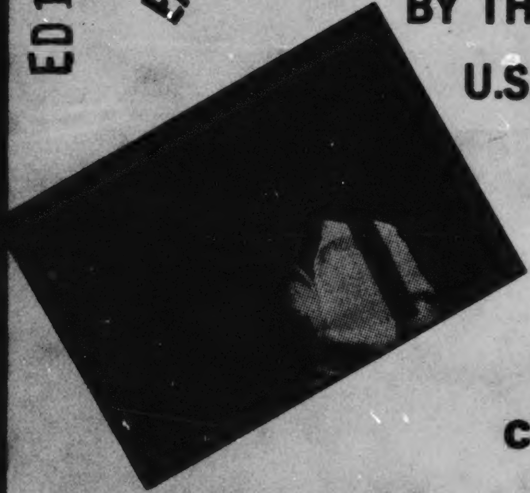


EMPLOYMENT OF ASIAN/PACIFIC AMERICAN WOMEN IN CHICAGO

REPORT
OF A CONFERENCE SPONSORED BY THE WOMEN'S BUREAU, U.S. DEPARTMENT OF LABOR



March 22, 1980

Conrad Hilton Hotel

Prepared by Ruth Kumata and Alice Murata

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CONFERENCE REPORT

EMPLOYMENT NEEDS OF ASIAN/PACIFIC AMERICAN WOMEN IN CHICAGO

Conrad Hilton Hotel

March 22, 1980

Report by

Ruth Kumata and Alice Murata

Sponsored by the Women's Bureau
    United States Department of Labor

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- Asian Human Services of Chicago, Inc.
- Burmese American Association of Chicago
- Governor's Information Center for Asian Assistance
- Indochinese English Language and Employment Program, Truman College
- Japanese American Citizens League
- Japanese American Service Committee
- Illinois Job Service
- Midwest Women's Center
- Pacific/Asian American Mental Health Research Center
- Project Mainstream, Truman College
- U.S. Department of Health, Education and Welfare, Region V
- Philippine American Council

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Introduction
and
Background

Introduction

Background

The Women's Bureau of the Department of Labor (WB/USDOL) is concerned with the employment needs and opportunities of all women workers. Minority groups are among the populations that are the target of the Department's programs. The Bureau is seeking to determine the particular employment issues of Asian and Pacific American (APA) women with this project.

The APA population has been relatively invisible in American society and has often been by-passed when special programs and funds are made available for disadvantaged minority groups. Definite information about the economic and employment problems of APA women is needed so that U. S. Department of Labor programs can be made more responsive to this group.

This project is an effort by the WB to identify the issues and to increase the opportunities of APA women for better employment and economic status.

The decision to look insofar as possible at Asian issues, rather than at any one specific Asian or Pacific ethnic group, was made in consultation with the multi-ethnic group of APA women who helped the WB to conceptualize the project.

Objectives of the project:

1. To collect information on: (1) employment patterns and trends among APAW, especially the disadvantaged new immigrant, the semi-skilled and the unskilled, (2) barriers to their obtaining better employment, and (3) other pertinent economic and employment needs.

2. To review the state of the field on employment and training programs and projects which focus on APAW.

3. To work with regional U. S. Department of Labor/Women's Bureau staff in planning and conducting workshops that provide information and technical assistance on Department of Labor and other federal and local employment--related programs.

4. To assist in developing local coalitions of APAW and agency resource people to carry out follow-up efforts in the local communities.

ASIAN AND PACIFIC WOMEN PROJECT

Ruth Kumata

The Asian and Pacific Women Project of the Women's Bureau, Department of Labor, is a welcome first step in bringing the employment needs of Asian women into perspective. Within the framework of Asian social service needs, much of which is only now beginning to reach public attention, those of Asian women have been even more unrecognized and neglected. It is hoped that this project will point up the unique needs of this growing group so that appropriate remedial and supportive steps can be taken by governmental agencies as well as others who are in positions of influence.

A point to be made here is that Asian women's employment needs, while encompassing special characteristics, cannot be viewed completely separately from those of all women nor from those of Asian men. Problems of discrimination and underemployment among Asian men as well as women must be addressed together at some point. Frequently, cultural attitudes on the part of both men and women color and affect employment patterns and expectations.

Although we do recognize that it is important that issues common to all be distilled from the investigations, it is obvious through even superficial observation that the Asian community is made up of a great variety of cultural and racial types with distinct histories, needs, and levels of success in employment as well as in other areas. These differences are real and must be taken into consideration with specific recommendations tailored to the major concerns of each group.

A study already about five years old and not all-inclusive but nevertheless important in its pioneering nature is that of Bok-Lim C. Kim who studies four Asian communities in Chicago - Chinese, Japanese, Korean, and Philipino - for the National Institute of Health.[1] This study appears to provide a good beginning for the study of needs in the Chicago Asian community. Mrs. Kim offers a number of general recommendations which will be helpful to this project even though the actual data on women's employment per se is relatively sketchy.

Besides the four groups mentioned above, there are several other significant Asian communities in Chicago which must be investigated, among them East Indians, Vietnamese, Cambodians, Laotians, Burmese, and Thai. As this project progresses we hope to identify existing information sources for all of the groups as well as bring to light current and possibly urgent needs as viewed by the various communities.

The contrast between newly arrived refugees, particularly from Vietnam, Cambodia, and Laos, newly arrived immigrants from other countries such as Korea and the Phillippines, and older immigrants and citizens should also be studied in any fair investigation. Immigrants and citizens previously residing in the Chicago area before the 1965 immigration law changes seem to reflect a more subtle set of needs in employment than those who have arrived later. The older immigrant groups have fewer language needs and culturally alien perceptions although underemployment seems to be a persistent problem.

[1] Kim, Bok-Lim C. The Asian Americans: Changing patterns, changing needs. Montclair, New Jersey, Association of Korean Christian Scholars in North America, Inc., 1978/

Another consideration is the variety of expectation levels existing among the groups. Those in the refugee category, particularly women, generally have a low expectation level regarding all life situations.

If nothing else is accomplished in Chicago through this project, if the various agencies and groups dealing with Asians can be brought together in some reliable communications network regarding women's employment information, it will be a positive step forward. Even though training and advancement opportunities are offered by governmental and other agencies, frequently the information does not get to potential beneficiaries in the various Asian communities. Perhaps a partial answer would be a media chain through ethnic newspapers and radio programs. Each ethnic group seems to have its own newspapers and other methods of in-group communication. The Asian arm of the Women's Bureau could, for example, have as one of its responsibilities the dissemination of all information on government and employment training opportunities to all media including contact with bilingual leaders who would be able to pass the information on in understandable and culturally acceptable ways.

PROJECT SUMMARY

Alice Murata

The Chicago Conference on Employment of Asian/Pacific American Women in Chicago was very successful. More than a hundred participants took advantage of this opportunity to express their concerns and needs to government service providers and to learn how to better gain access to U.S. Department of Labor Programs. Though many participants felt that too much material was covered in too short a time period, a beginning dialogue was started. Many expressed interest in more informal interaction with other Asian service providers and with government officials, so that issues and problems can be discussed, and solutions for them found.

Additional conferences and workshops were suggested, as well as more information on many topics, including employment for teen-agers, job discrimination, employment barriers, assertiveness training, pre-employment skills training, resume writing, job interviewing, grant application training, unique problems facing Asian women such as cultural traits and family life patterns as they relate to employment, how to enter chosen careers, and how to overcome barriers to employment.

Many service providers found help for their Asian/Pacific American clients in the presentations. Even if they did not have enough time or opportunity to interact with government officials, they can do follow-up with the presenters in their offices. They were grateful to learn information such as how to explore federal job openings and how to register at the HEW Job Bank.

RECOMMENDATIONS FROM THE CONFERENCE

1. Creation of an on-going network of information among Asians.
   (a) Lillian Kimura agreed to act as convener for the networking meetings.
   (b) A participants list from the conference has been circulated as the start of a mailing list of interested networkers.
2. Coalition building of Asian groups to request government agencies to serve our needs.
3. Build linkages between Chicago area Asian/Pacific American women and national offices.
4. Have more conferences like this one.
5. Assist Asian/Pacific American women gain access to service providers.
6. Solve difficulties faced by Asian/Pacific American women as they prepare for jobs and do career planning.
7. Establish job and language bank.
8. Encourage the U.S. Department of Labor to organize a permanent Asian American arm in all of their programs.
9. Encourage the U.S. Department of Labor to become sensitive on both the local and national level to needs of the Asian American community.

10. Work towards equal representation for Asian Americans on employment issues.
11. Establish training programs that benefit Asian/Pacific women.
12. Continue data gathering to find out employment needs of Asian/Pacific women.
13. Hold cultural sensitivity training for employers and DOL government workers.
14. Help Asian/Pacific American youth and women gain access to CETA programs.

CONCERNS AND RECOMMENDATIONS

1. Some employers, such as those in the restaurant and sewing fields, take advantage of their workers by paying less than minimum wage, not giving overtime pay for long hours, and providing bad working conditions. These conditions are in clear violation of health and welfare standards, but violators are not pursued. We recommend that the Wage and Hour Division and Office of Safety and Health Administration of the U.S. Department of Labor respond more quickly to complaints.

2. Jobs in unions are difficult, if not impossible, for Asian Americans to enter. Since the U.S. Department of Labor registers these unions, we recommend that they make access to these programs easier for minorities.

3. The U.S. Department of Labor offers many programs, but many Asian Americans are unaware of them. We recommend disseminating the information in various Asian languages so that Asian workers will have better access to government programs.

4. Often Asian American workers are denied access to job opportunities due to the bureaucratic structure of the government. Some officials rigidly interpret rules and feel they can not allow any deviation from those rules. We recommend a directive from the top which encourages innovative ways of reaching Asian workers. One suggestion we have is to set up contact stations manned by a government official possibly once a week, instead of forcing Asian workers to leave their community to go to government offices.

5. Service providers are often frustrated when they send as many as a dozen Asian/Pacific American women for job interviews and not one is hired. Equal opportunity employer often means opportunity for a job interview, but does not mean equal chances for working. We recommend that DOL follow through and penalize those employers who do not comply.

6. Not only do Asian/Pacific American women have difficulty getting hired, but once hired, they also have difficulty getting promoted to managerial, administrative or higher level professional positions. They seek upward mobility. How can Asian/Pacific American women overcome barriers which keep them at entry and lower level positions?

7. There is a shortage of skilled workers, and yet Asian/Pacific Americans capable of performing these jobs are kept in menial jobs. We must find ways to help these women gain access to jobs they are capable of performing. For example, we can verify that there is a shortage of medical care, especially in areas such as Chinatown. Many foreign trained nurses and doctors face underemployment, exploitation and discrimination of various kinds which prevent them from obtaining further training and licensing. We recommend a larger and more appropriately trained pool of Pacific/Asian health and mental health professionals be developed as part of a wider program to provide more adequate treatment for the members of this neglected minority group.

ORGANIZATION OF THE REPORT

This report is divided into three basic parts, which are preceded by an introduction and project summary. Part I describes the Chicago conference. It includes the conference program, articles by the main speakers, Gwen Wong and Linda Yu, employment problems of Asian/Pacific American women presented in the form of case studies, descriptions of Department of Labor programs, and summaries of the small workshops. Prior planning minutes were taken by Ruth Kumata and are available under separate cover.

Part II deals with employment patterns of Asian/Pacific American women in the Midwest area. This section includes an overview of Asian American women workers in the Chicago area and a brief and incomplete beginning of information gathered on Asian/Pacific American women in the Chicago area. It should be noted that the Asian Human Services of Chicago received State of Illinois Mental Helath 314D funding in 1978-1979 to survey problems of Asian Americans and to identify existing social and health services available to Asian Americans. Data was collected for Koreans, Indians, Indochinese, Chinese, Japanese and Filipino. This source of data can be reviewed for employment implications and as a basis for further investigation. The survey instruments used in this project are also included in this section.

Part III presents the recommendations from the National Conference on Employment of Asian/Pacific American women held at the Gramercy Inn, Washington D.C. This proposal included a national planning and research project to address common needs and the establishment of six regional demonstration projects. Asian/Pacific American women in this area should be aware that there is a high likelihood that our region will receive some CETA funding.

We would like to encourage input and full participation in planning this regional project by all of you.

Last is the appendix which includes the list of participants with their addresses and affiliations. This resource will hopefully be of assistance to you in your networking.

Part I

Chicago Conference

EMPLOYMENT OF ASIAN/PACIFIC AMERICAN WOMEN
CHICAGO CONFERENCE PROGRAM

Presiders: Lillian Kimura and Le Thi Nga

8:00 a.m. Registration

9:00 a.m. Opening Remarks
Sandra Frank-Regional Administrator Women's Bureau, United States Department of Labor (USDOL)

9:05 a.m. Address
Gwen Wong-Chief, Branch Community and Outreach Programs, Women's Bureau, USDOL

9:15 a.m. Asian/Pacific American Women Employment Experiences and Perspectives

Facilitator: Daw Yee Stein

1. Historical and Statistical Overview of Asian/Pacific American Women in Chicago
   Mary Grady, U.S. Census Bureau

2. Case Presentations

   Burmese: Khin Kyi, Unique Asian Resources

   Chinese: Bernarda Wong, Chinese American Service League

   Filipino: Lydia Dantes, MSN

   Indian: Jackie Pinto

   Indochinese: Khanh Han, Indochinese Program, Truman College

   Japanese: Masako Osako, Pacific/Asian American Mental Health Research Center (P/AAMHRC)

   Korean: Kay Song, Korean American Community Services

   Thai: Augusta L. Stein

3. Implications on Asian/Pacific American Women Employment
   Juanita Salvador-Burris, Ph.D., P/AAMHRC

10:45 a.m. Employment & Training Programs of the U.S. Department of Labor

Facilitator: Sandra Frank, Regional Administrator Women's Bureau, USDOL

1. Comprehensive Employment and Training Act (CETA) and Other Employment and Training Administration (ETA) Programs: Howard Wheat, Associate Regional Administrator, ETA, USDOL

2. Apprenticeship: Jeanette Elliott, Apprenticeship Training Representative, Bureau of Apprenticeship Training (BAT), USDOL

3. Department of Labor (DOL) and Other Federal Employment: Mary Ann Lawson, Equal Opportunity Officer. USDOL

12:15 p.m. Luncheon Speaker: Linda Yu, Weekend Co-Anchor, News Center 5, WMAQ-TV

1:45 p.m. Overview of Other DOL Programs

Facilitator: Sandra Frank

1. Safety and Health: E. M. (Bob) Ortiz, Industrial Hygienest, Occupational Safety and Health Administration (OSHA), USDOL

2. Affirmative Action Responsibilities of Employers: Teresa Lee for Jay Sauls, Assistant Regional Administrator, Office of Federal Contract Compliance Program (OFCCP) USDOL

3. Minimum Wage/Overtime Laws: Daniel New, Area Director, Wage/Hour Division, USDOL

4. Pension Rights: David Dalton, Assistant Regional Administrative, Labor Management and Services Administration (LMSA) USDOL

2:30 p.m. Concurrent Workshops

1 - Employment Networks

Facilitator: Lydia Dantes

Presentors:

Audrey Denecke - Midwest Women's Center

Harvey Badesch - EEO, HEW's Asian Job Bank

Merrill Whitenack for Harriet Carrington - Illinois Job Service

Fred Albi - Hotel/Motel Service Workers Local 593

2 - Small Business and Asian/Pacific American Women

Facilitator: Miyo Hayashi for Ruth Sasaki

Speakers:

Tom Chan - Delegate to White House Conference on Small Business

Dr. Arnita Boswell - Chicago Economic Development Corp.

Dolores LaValle - Small Business Administration, Officer

3:30 p.m. Strategizing for the Future
Frances Wilkins - Program Development Specialist, Women's Bureau

3:40 p.m. Presentation of Certificates: Gwen Wong
Assisted by Lillian Kimura

ADDRESS

Gwen Wong

Chief, Branch of Community and Outreach Program, Women's Bureau

This meeting is the fifth in a series of conferences on Asian women's employment issues sponsored by the Women's Bureau throughout the country. We have had meetings in New York, Seattle, Los Angeles, Honolulu and now, Chicago. The last sixth meeting will be held in San Francisco.

The National Coordinator for these conferences is here. I would like you to meet Tin Myaing Thein. Timmy has been working hard with us during this whole series of conferences.

Sandra Frank, the Regional Administrator of the Women's Bureau has been very supportive of this conference. Ms. Frank is an advocate for women and I know you will find her continuing to be helpful even when the conference is over.

The Women's Bureau works within the system to advocate on behalf of women workers, and reaches to the outside as well. Among the targets on which the Bureau focuses its attention are minority women.

When I first joined the Bureau, we were working on the employment issues of Puerto Rican, Chicanas and American Indian women. Which group was lacking? Of course, it was Asian and Pacific Americans. I found myself at staff meetings and in conferences saying, "Don't forget the Asians!"

We know that often the Eastern establishment does not look at Asian Americans as a disadvantaged minority. There are the usual stereotypes about us that we are the "model minority," that we are faring very well and that we do not require attention. These attitudes point to the need to document the problems that exist in the Asian community. Asian women are stereotyped as exotic beauties, passive and submissive wives and daughters, and efficient, obedient, docile and easy-to-handle workers.

Some of these stereotypes may have been earned. Asian and Pacific American women (APAW) need to learn to be more assertive. We should not settle for non-leadership roles. We are finding that while Asian women have the highest rate of education among women in the United States, only a fourth of them work in professional occupations, about a third work in clerical and sales jobs and the remainder are employed in semi-or-low-skilled operative and service occupations, such as waitresses, maids or sewing machine operators. It seems to be easy to keep us in low-paying, low-echelon jobs because we work hard and do not rock the boat.

The participation rate of APAW in the labor force is very high. Adult Asian women work at the rate of sixty-four (64%) of the labor force as compared to fifty-eight percent (58%) of adult Caucasian women and sixty-two percent (62%) of adult Black women.

Our families have been low-income families for many, many years. Both the husband and wife have had to work to reach the median-income level.

The idea for these conferences arose several years ago when we wanted to look at the employment and economic needs of Asian women. But it was not until last year that we were able to take action. We took advantage of the fact that there were Asian women community leaders who were going to Washington in connection with the National Asian Heritage Week festivities by pulling them together to discuss the idea of these conferences. They helped us to think through the focus and objectives for these conferences.

Our objectives today are, first of all, to learn more about the economic needs of Asian women and to document these needs as well as to learn more about their employment patterns and trends.

I want to mention that we have deliberately used the term "Asian Pacific American Women." We did not want to break down our efforts by ethnic groups, even though we are aware that there is great diversity among Asians. The languages and cultural backgrounds of the Samoans, Koreans, Filipinos, Chinese, Japanese, and other Asian populations vary tremendously. There are even variations within one ethnic group, such as the differences between Chinese from Hong Kong, Vietnam, Taiwan and the Mainland. There are also differences in the life view of different generations who have been in America for varying lengths of time, such as the Japanese Issei, Nisei and Sansei generations.

Despite this diversity and the sense of loyalty most of us have for our own backgrounds, it is important that we keep our numbers in aggregate dealing with the Federal scene.

In Washington, we have put together a group called the Organization of Pan Asian Women. We are hoping that this organization with its Pan-Asian concept will grow throughout the country to encourage networking among Asian women. We do not have to lose our cultures and our sense of identity as Chinese, Filipino, Japanese, Korean, Samoan, Viewnamese and so on. We can, for the purposes of working with the Establishment and with city, state and federal systems, join together so that we can have adequate weight in making our needs known. There should be adequate numbers for purposes of planning and diversity in actual delivery of local services.

I was talking about the purposes of the conference. We are aware that there are a large number of immigrants who have come to this country since 1965 when the immigration laws changed. Today, one of the studies indicates that, of the more than one million and a half Asian women in this country, sixty percent (60%) are women who have immigrated since 1970, meaning that there are many newcomers of immigrant women among us who add to the picture of need.

We found that Asians in Seattle needing help in English as a second language are on a long waiting-list of the only community group currently providing this service to upgrade skills for those who are looking for jobs.

We found even more devastating conditions in Los Angeles. There are only a few programs that have anything to do with employment for Asians. One of them has a waiting-list of six thousand people. A waiting-list of six thousand people! Another program in Chinatown serves one out of every fourty persons who applies for help, for services or for jobs. These are some of the facts that want to surface through these conferences.

The second objective relates to the fact that Asians need to know more about the resources of the Department of Labor. They are beginning to know about Health Education and Welfare types of programs. They know less about the Department of Labor and what it has to offer.

I am pleased to see the strength of the panels from the Labor Department on today's program. I hope you plan to stay the whole time to hear the panelists tell you what is available. By and large, Asians have not taken advantage of the resources that are available within the Department of Labor. I urge you to take this knowledge back to your communities, to reach into these resources, and to make them accessible to our Asian communities.

The third objective is to share information about local programs that are delivering employment-related services in the Asian Community. There are program operators here to tell us what is happening in their programs.

Just one last word. We are planning to have a small conference after all these regional conferences are held. It will be in Washington, D.C. where a few representatives from each of the regional conferences will attend to discuss follow-up at the National level. We want more programs that focus on the needs of Asian women. I would, however, like to point out that the great bulk of Federal monies are given to local areas for use. There is very little money, relatively speaking, in Washington, D.C. given out at the national level for local programs. What we really need is to become sophisticated at the local level, to learn how to network with local resources. That is why I am pleased there are so many service providers and agency people who are here today. These are the people you need to know. Get their names and telephone numbers and get together with them to find out how you can access their agencies and resources.

I am very pleased to be here today and to see you here. I urge you to stay the whole day and share with us your concerns about employment and economic needs of Asian/Pacific women and to join with us as we try to network together as Asians, not only locally, but on a nationwide basis, so that we can make an impact on the American scene.

THE ASIAN WOMEN OF CHICAGO
(historical overview)

by

Fe C. Nievera

Good morning. My role today is to tell you a little about the Asians, particularly Asian women, of the Chicago area.

The pattern of immigration of Asians in the Chicago area closely follows that of the national picture. This pattern is linked directly with geopolitical and economic events both in the host country and in the countries of origin of the immigrants.

Not unlike that of the biblical story of Adam and Eve in the book of Genesis, the Asian males preceded the Asian females in their appearance in the country.

In the late 1800 and early 1900, the United States required large numbers of workers for its railroads and its farms. And so, it imported workers from countries in which the economic and social conditions made it attractive for its citizens to grab the offers of employment. The conditions where the early Asian immigrants worked in those railroads and farms have been documented as indeed deplorable.

The first Asians were Chinese but later were followed by Japanese and Filipinos. After a few years, the more adventurous escaped from their railroad captivity and braved the cold winters of Chicago.

It was only when there was increasing threat of interracial mingling among the Chinese male workers and the white women did the United States allowed the first few Asian women to join their male counterparts. Census figures in 1880 records the presence of the first three (3) Chinese women in Chicago.

The early Filipinos were students, either pensionados (government-subsidized) or supported by their families. It is claimed by a long-time resident of Chicago, that there was a community of Filipino students in the Chicago area as early as 1906. Later, around the 1920's, Filipino women began joining their men.

Prior to 1940, the Japanese population in Chicago numbered only a few hundred.

Occupations then opened to Asians in Chicago as well as throughout the country were only those of busboys, waiters or elevator operators. To be a cook in those days was already considered a very "classy" job.

Except for the Chinese women who were not as visible outside the home, the other Asian women labored side by side with their men in working in plantations, in farms and in the shops. Later, when the churches actively encouraged Chinese women to attend English classes they started to be a little more visible outside their homes.

In the years immediately preceding World War II, the United States began recruiting large numbers of soldiers to fight its wars from countries such as the Philippines. After the war it also needed cheap labor to rebuild its houses, factories and industries. Immigrant labor was again the answer. It also began being concerned with its image in the world of nations and relaxed, though impercebtibly, its highly selective immigration laws. Still those immigration policies gave preference to persons with skills in short supply in the country.

It is during this period that other Asian groups arrived in Chicago. These included the Burmese, the Asian Indians and later Chinese and Filpinos. Japanese freed from internment camps also settled in the area.

The repeal of the Exclusion Act abolished the 105-person annual limitation on Chinese immigrants and the passage of the War Brides Act in 1950 allowed more Chinese and other Asian women to enter the country.

At this time, the American-born Asian women were becoming of age and those with skills found employment in white collar jobs. But those who are without skills continued to find livelihood in the garment and candy factories.

In 1962, the Refugee Act further swelled the number of Asian women in Chicago. However, the real influx of Asian immigrants was due to the liberalized Immigration Act of 1965 which permitted large numbers of skilled and trained professionals to enter the country. Almost half of these new immigrants were women with marketable skills and training in the health and other professions. A large number of these women were single of marriageable age. Because of their high educational qualifications coupled with cultural and other adjustment problems, underemployment was a rampant problem of this group.

The Asians are notable for their clannish ways. Protective of their families, they willingly sacrifice personal comforts and conveniences in order to share whatever little bounty they have with their relatives and friends. Thus, when the Immigration Act of 1965 also permitted immediate relatives to join the earlier immigrants, a large number of them joined their families in Chicago. Many of these peoples were blue collar workers and some were without marketable skills on top of lack of English language facility. Among these two categories of immigrants were new groups - the Thais, Koreans, East Indians, Burmese, Pakistanis, Taiwanese, Indonesians and others.

Besides unemployment and underemployment, other problems such as overcrowded housing, divorces, juvenile delinquencies, mental and emotional dislocations especially among the aging surfaced and called for leaders among the different Asian groups to address. The attention of public service agencies to be heedful of the many needs of these peoples were the cry of those initial researchers and community leaders.

The most recent wave of Asian immigrants are the Indochinese refugees-Vietnamese, Laotian, Lao Hmongs, Cambodians. It is said that there are about 6,500 Indochinese refugees in the city of which about 2,000 are women. While the country rallied to provide services to assist these large numbers of refugees to resettle and find gainful employment, nevertheless there are almost insurmountable problems in providing employment for all of them. What is sometimes an irony is that earlier immigrants who underwent untold hardships to penetrate the reclusive immigration mantle and then again underwent the difficulties of adjustment to the American economic society, are critical of the extensive assistance given to the Indochinese refugees. A fact is that even among those same groups of refugees, there were those who were able to come to the United States without governmental assistance and who now begrudge the lavish attention given their more lucky compatriots.

For the rest of this early morning session, you will hear more detailed case presentations of employment-related problems suffered by women of the different Asian groups in the Chicago area. The stories of their plights are representative of a sizeable number of their sisters in this area.

I would like to take a minute more of your time to explain my deliberate omission of Pacific women from my historical overview. Until the 1980 Census confirms the presence in the city or environs of women of Pacific Islands origins, I know of no one of this ethnicity who is residing in Chicago.

CASE STUDIES
OF
ASIAN/PACIFIC AMERICAN WOMEN'S EMPLOYMENT EXPERIENCES

A BURMESE CASE

Han Su, a Burmese-Chinese, came to the U.S. six years ago, with her husband, Tommy, and their five children, who are between the ages of one and ten years. Tommy was a class 1 Chinese cook. On their first year in Chicago, they lived in a small rental apartment. Tommy got a job as a cook in one of the Chinese restaurants in the city at a salary of $250 a week. They felt very good and happy with their new situation but like other immigrants to America, they wanted more in life for their family. Han Su began to look for a job, but without any skills, all she could find was work in a packaging factory. Several of her neighbors also worked at the factory; all of them were non-English speaking and unskilled women.

After three years in the factory job, Han Su started to feel ill. She would come home very tired, complaining about severe headaches. Since hers and Tommy's income combined did not really cover the many expenses of a large family with young children, Han Su did not feel that she could afford to not go to work everyday. Nor could their family afford her being sick, since the company provided no health coverage. However, Han Su started to have fainting spells, in addition to more severe headaches. She went to a hospital for a thorough examination, and after three weeks, found out that she had brain tumor. She had to undergo surgery after which she was even more degenerated--a complete wreck. She could not control her body movements, her speech was impaired, and her memory often failed her. She was unable to take care of her home and children. Tommy had to quit his job to take care of her and the children.

Hard-earned small savings went into small medically-related expenses but the real shock was the enormous doctors and hospital bill. At his wit's end, Tommy was fortunate to meet an Asian social worker, who tried to secure Medicare/Medicaid assistance. This was several months of struggle.

A CHINESE CASE

Mrs. Yung, a shy, married woman in her early thirties, lives in Chinatown with her husband and three children, aged 9, 7 and 5. They immigrated to Chicago from China six years ago, after living in Hong Kong first for two years. She completed only one year of high school and her work experience has only been in weaving baskets and working in a lock factory.

Mrs. Yung and her husband do not speak English and thus were limited in their job search to Chinatown or in Chinese-operated businesses, mostly restaurants and grocery stores. Mr. Yung presently works in a restaurant, which requires long hours of labor and the idea of her working in a similar place would mean having to work at night too. Child care in the evening was clearly impossible for them.

In December, Mrs. Yung heard about a Chinese-American social service agency that was newly established in Chinatown and which had Chinese-speaking (or bilingual) staff. She inquired there about where and how she could get employment. After her employment aspirations and skills were discussed, the agency arranged an interview for her in a neighborhood hospital. Given just minimal pre-employment counseling and the assistance of a translator during the job interview, Mrs. Yung was successful in getting a job as dietary helper. Furthermore, the hospital had the commitment of the social service agency for its continuous involvement in assisting Mrs. Yung with her English.

Mrs. Yung recalled her fears during the job interview. She was struck by all the non-Asian faces in the hospital and by the fact that she will be working with them and did not speak English. After the interview, she had to be encouraged to accept the job because she was very hesitant. She was ready to quit on the second day, having felt so foolish making people understand her sign language, getting faces and names mixed up and not being able to express herself so she was understood by her co-workers.

The job counselor at the social service agency recognized and worked with her feelings of frustration. For several weeks after placement, Mrs. Yung received almost daily instructions on job-specific language that would meet her immediate needs and particular working situations. The agency also made follow-up calls to Mrs. Yung's supervisor to clarify and secure more information as well as assure them of the agency's continuous assistance.

Mrs. Yung is quite happy now. She is making $4.70 an hour, double the amount of what her women friends and neighbors get. After work at 3 p.m. she picks up her children at school. She has learned many basic phrases and words, feels good about being understood, and is motivated to learn more everyday. She is particularly pleased to have been given responsibilities that require decisions to be made by her and how her "crash" course in Basic English has enabled her to do so. Without the constant financial pressure that the family used to experience with her husband's limited income, her family is now happier and she feels that their goals of coming to this new country is slowly being realized.

AN EAST INDIAN CASE

Meera Patel is an East Indian widow, forty years of age. She and her four children (4 to 18 years of age) have been left completely without resources after the sudden death of her husband. The family immigrated to Chicago eleven years ago. Mrs. Patel has a college degree from

India, two years teaching experience in an elementary school there, but no work experience in the U.S. She was a full-time homemaker, bringing up the children and the family lived within Mr. Patel's income.

Although an intelligent and alert individual, Meera Patel is completely dissident at this time about searching for a job. She has a working knowledge of English but is not confident of her speaking English. She does not quite know where to begin to look for a job and her feelings of helplessness and loss overwhelm her desire to restructure her life without her husband. She is terribly anxious about her family's financial security yet ashamed to seek assistance from friends or from any public agency. She has shunned her Indian friends and refused telephone calls. She has received advice and support from her family in India, asking them to return but she rejects the idea because she is convinced that her children will have more and better opportunities in this country.

The family has been a stable one until this crisis. Although she had always shared an equal partnership with her husband in decision-making, in general, Meera Patel has lived a sheltered life in Chicago. The prospect of having to fend for herself and her children fills her with apprehension, that often borders into panic. When a counselor attempted to encourage her by suggesting that she had a lot of potential, she replied that because of her cultural background, she finds it difficult to assert herself in many situations. She also fears for her children's safety and security if she were to find work. She is particularly concerned with her youngest son, four years old, who would need child care, which would then be an additional cost to the family.

Meera Patel's burden of having to face widowhood and the difficult adjustment therewith is magnified by her strong feelings that she is not part of American society. She is at the same time, reluctant to return to her roots, which offered security in the past. She and her husband did not form strong ties with other Indian immigrants in Chicago, having been preoccupied with raising their children and establishing themselves in a new country. Now that the total crisis has fallen, she feels total alienation and helplessness.

A JAPANESE CASE

Mary is a Japanese American woman who came to Chicago area after leaving the war relocation center near Twin Falls, Idaho, where she had been interned during World War II. At that time, she was in her early twenties.

She had finished high school in Seattle, Washington, but had not had the opportunity to go to college. In Seattle, Mary worked in the glove making factory where many Japanese immigrants and their daughters found employment. This glove factory was one of the few places where these women could eke out a living since discrimination and lack of other skills prevented them from other kinds of work. Pre-war Seattle as well as all of the West Coast displayed extreme anti-Japanese sentiment, a situation equally as serious for Chinese immigrants. Opportunities for Asian Americans, both men and women, were extremely limited and even those with college education frequently worked only as domestics, gardners, and factory workers. Many obtained livelihood by establishing small businesses in the ethnic community.

In Chicago Mary met and married her Japanese American husband in the late 1940's. Her husband found relatively good job opportunities in the commercial art field. Over the years Mary did not work while her children were growing up. It was not until Mary's children were ready for college that she began to have thoughts of working to help send them through college. It was at this time that her lack of marketable skills loomed large. She finally took a job in a plastic factory as an assembler.

For more than seven years, Mary worked at the plastic factory where earnings were relatively good and the company paid for health insurance coverage. Then all of a sudden, the Chicago factory closed and moved to a distant suburb. Since she did not drive she could not follow the factory to its new location. She found herself in her fifties with no job and little skills. Mary is still unable to find a suitable job. She does not drive and is physically not well enough to travel long distances to work.

A KOREAN CASE

In Korea, Mrs. Kim completed her Bachelors Degree and quickly found employment as an Electronic Technician. She was so successful and competent on the job, that she taught her skills part-time in a junior college.

Then, when Mrs. Kim was in her thirties, she came to the United States with her husband and son. She has found it very difficult to locate a position in this country as an Electronic Technician. At every job interview for this kind of opening, she has been turned down, even though some of the positions have been much simpler and less demanding than the tasks she performed on the job in Korea. Among the reasons given are that she lacks training and work experience in America. When she tries to show her work competence she is told that she is over qualified for the position.

Currently, Mrs. Kim has been forced to work on an assembly line to survive economically. She is very depressed about her employment prospects in this country. It has proven to be a frustrating experience for her and other Asian women when they have attempted to join the employment mainstream.

A FILIPINO CASE

Milagros de la Cruz, single and twenty-four years old, has a Bachelor's degree in nursing from the prestigious state university in the

Philippines, where she obtained high honors. She is the oldest of six children, whose college education was the family's primary goal and major financial burden for years because it was their hope and only escape from poverty. When Milagros heard about a travel agency recruiting for nurses to work in hospitals in Chicago, her family borrowed money from several sources to pay, in cash, the ₱3,000 ($400) that the travel agency required as fees for securing her employment in the United States. The agency told them they would prepare the necessary documents and papers and that housing arrangements would be made prior to her arrival. Three months later, Milagros was notified that placement in a hospital had been arranged for her, together with nineteen other Filipino nurses. She was told, however, that the recruiter in Chicago who successfully negotiated the placement, would expect $300 upon her arrival. Having already indebted themselves for life with the ₱3,000 and Milagros having agreed to pay for her plane fare from her first year's salary (fly now, pay later plan), the family did not want to lose an "opportunity" and resigned themselves to another $300 debt.

When Milagros and the other Filipino nurse recruits arrived in Chicago last year, they were informed by the placement negotiator that the hospital could not contract any of them and that they had instead gotten jobs for them in several nursing homes. They had all looked forward to working in one hospital and were not quite sure what nursing homes were. As strangers in a new country, they were afraid of being scattered all over the city, having known only each other. When Milagros and three other nurses were brought to their nursing home assignment, they found out no apartment had been lined up for them. Already burdened by heavy financial obligations, they decided to share the attic of the nursing home as their living quarters. It had no bathroom or cooking facilities.

Milagros was assigned as a nurse aide to help take care of twenty patients. She worked on the night shift and was disturbed that only one registered nurse and herself were on hand on this shift. One other Filipino nurse who was also hired as an aide, said her morning shift had two RN's, two aides and two orderlies. When she brought up the matter with the assistant administrator of the home, the latter threatened to fire her and to initiate procedures to have her deported. Frightened by the experience and burdened by her responsibilities to her family in the Philippines, Milagros works hard to keep her spirits up in the face of her working and living situation. She sees no other way out, except to keep quiet and keep her job.

A THAI CASE

Florence, came to the USA with her husband and seven children when she was in her late forties. Florence has never worked a day in her whole life outside of her home. She is a housewife. Then after three years in this country she lost her husband to cancer of the stomach. Her two older sons work at an electronic company and earn barely enough for body and soul. She was forced to face the fact that she had no alternative but to go to the State for assistance for herself and the other five younger children who are under sixteen years of age and unable to work.

Florence found it necessary to attend special evening school to better learn the English language since she knew just enough as to say Thank you and Good morning. It took her three years to master English and then she was able to only get a half way decent paying job as a nurse's aide, the closest type of work to rearing her large number of children.

With the combined earnings of her job and two older sons was she able to live an unhindered life with no bill collectors at her doorstep.

There are many older and middle aged Asians in similar situations as Florence. Even some young adults do not speak or understand English and lack work skills which would permit them to join the American work force and earn their livelihood. Therefore, it is suggested that special education and work skills training be established by the Federal Government and State and local governments to train the unskilled and non-English speaking Asians so they can join the American work force without any barrier of discrimination. This training should be done by Asians knowledgeable about the various Asian cultures and traditions, the needs of the job seekers as well as knowledge about teaching job skills.

A VIETNAMESE CASE

Kim is a Vietnamese woman who came to the U.S. with her American husband in 1968. She went to school at night while raising her two small children. She is a very active and energetic lady though her physical built was rather small even in comparison with other Vietnamese women and so in the eyes of many Americans, she looked just like a thirteen year old girl.

By 1975, when her children were old enough to go to school, she was ready to go to work with her Degree in Business Administration obtained through night school. In search of a job, one of her husband's friends who was working with a big company referred her to his company. She made such a good impression on the vice president, who interviewed her that he said he would hire her immediately if the president had no objection. She was then referred to the president for final approval. Again, the interview with the president was very positive and promising. She went home expecting to get a letter in the mail soon offering her the job. The letter did come. However, it was a refusal letter, stating that she was a very capable woman, but that there were some "minor" points which made her not suitable for the job there.

Disappointed and angry, she asked her husband's friend to find out the reason why she was not hired. When she found out the real reason, it made her more angry because it had nothing to do with her education, ability, or experience, but with her physical figure. It appears that the president was concerned that with her small physical built, she would not be able to deal effectively with "big" Americans who might think that she was just a little girl, and also, that she might have difficulty in supervising other employees.

IMPLICATIONS OF THE EMPLOYMENT EXPERIENCES OF PACIFIC/ASIAN AMERICAN WOMEN

Juanita Salvador-Burris

We selected the six individual cases you heard this morning from among many cases we knew, in order to dramatize in concrete human terms the variety of employment related situations which Pacific/Asian American women face today. The individuality of each case--that is, how different one case is from the other--was not intended to convey any suggestion whatsoever of representativeness of the case situation for the ethnic group cited, nor was it to imply that each Pacific/Asian American ethnic group had its own distinctive problem, uncommon to the other Pacific/ Asian American ethnic groups. Such thoughts should be dispelled at the start.

What I want to do today is:

1) to articulate the general employment and women's issues implicit in the individual case stories,

2) to point out the employment barriers common to all Pacific/ Asian American women and/or to all women in America today, and

3) to provide certain perspectives that help us understand the significance of these inter-related issues.

Let us start with the Japanese American case of Rose and Mary, who are second-generation Japanese Americans. Their case allows us to see that the employment problems we have today have a background and a history behind them. A historical perspective enables us to see our contemporary situations and problems in a broader light, and to get insight into how other Asian women before our time experienced similar problems and dealt with them.

The most important thing to remember about the background to our problems is this: Asian Americans have experienced a long history of racial discrimination in this country. Many generations before us have suffered similar problems, and certainly our Asian men first suffered before the women, because they were the ones who were supposed to have jobs to support women and children. The Chinese as railroad workers in 1850s, the Japanese in 1880s and the Filipinos in 1920s both as farm workers in California, are historical examples. It was this early immigration of our ancestors more than a hundred years ago, that brought about the existence of several generations of U.S. born Asian American citizens. If those new immigrants among us have thought that becoming an American citizen in a few years would solve some of the problems we are experiencing today, on the assumption that more rights accrue to citizens than to immigrants or permanent residents, let us not deceive ourselves. The Japanese Americans have taught us a very hard lesson at their expense. The internment of Japanese American U.S. citizens in relocation camps during World War II is one of the examples of injustice done to Asian Americans by some Americans in this country and tolerated by many more Americans. It is a historical fact that should constantly remind us that later generations cannot take any of their rights for granted. Citizen or non-citizen, we have to be vigilant as minorities in protecting those rights we enjoy now but which were hard fought for by generations before us.

Many second generation Japanese Americans did not have the educational opportunities the next gneration had. Sons and daughters of farmers, few were able to get a college education. There is, however, a common perception that Japanese Americans have been quite successful in their occupations, and thus have improved their economic position in American society. While this is partially true, it is important to point out that Japanese American women have not benefited as much from these new cpportunities. This was mostly due to the culturally prescribed role of women as full-time homemakers, whose work at home in bringing up a family was believed to exclude the possibility of working outside the home while the children are growing up. Rose and Mary, like many other women in America, stayed home for five, ten, twenty years for the sake of the children. However, still for the same reason of doing something for the sake of the children, middle-aged mothers like Mary will seek employment in order to supplement the husband's limited income. And as is often the case, this enables the family to see their children through college.

The employment barriers met by Rose and Mary, who sought work after staying home for many years, is common to many American women of Rose and Mary's generation. Women who seek to enter the labor market when they are in their forties or fifties have three barriers to hurdle: 1) they do not have any really marketable skills, 2) they might have some marketable skills, but they are told they do not have the right experience or the right amount of experience, and 3) they are told that they are too old for the job.

The first two obstacles can be overcome and have been overcome by some women, some more easily than by others. But I don't see how the third one can be overcome, except perhaps through changing the rules of the game which we are asked to play at our expense. At the vanguard of advocacy against discrimination based on age are senior citizens who more and more oppose early and forced retirement. Perhaps middle aged women, like the growing numbers of "displaced homemakers," can rally behind their older advocates before they get to that ripe old age themselves.

The recently widowed Indian mother, Mrs. Patel, shares a lot of Rose and Mary's obstacles, in addition to a fourth barrier--one that is, I believe, more difficult to overcome because it is subjectively felt, deeply ingrained and internalized in her consciousness. That barrier is a personal one, social in its origins but which becomes self-induced and self-imposed if personal efforts are not brought to bear on overcoming it. The barrier is a complex of many similar and interlocking feelings --lack of confidence, related to the lack of experience in being independent or self-reliant, which produces feelings of helplessness that reinforce the earlier lack of experience. This personal set of feelings is the result of two things. Firstly, it is the ways in which women are traditionally socialized to occupy subordinate roles, not only in American society, but I think even more so in Asian societies, which is why this set of feelings is present in Rose and Mary and in other American women brought up in traditional ways. But secondly, in Mrs. Patel's case, these feelings are at their worst level because it is compounded by strong feelings of alienation or marginality. Despite the fact that she has been living in this country for at least ten years, she continues to believe that she is not part of this society. It is interesting to note the split distinction she makes in regard to her children. Their life and their future is here in America; they can become part of this society, but she cannot. Yet she has given up her homeland and does not intend to return. So why do the feelings of continuing marginality or being out of the boundaries of this society continue? It's a question that deserves further reflection, perhaps even some research. The psychology of the Asian immigrant seems strongly rooted in the perception that Asians are so very different from Americans--we can never become Americans.

Kim's case is a good contrast to the situation of Mrs. Patel. She may not quite reflect the immigrant feeling of not being part of this society. Instead, she may feel she is a part. Certainly her being married to an American suggests that she has or can have a place in this society; perhaps she has had more experience in dealing with American people and culture. Given this starting point about her place in this society, we find her in fact practising the American work ethic--that is, work your way through school in order to advance yourself in life. But despite all the qualities that gave her access to the labor market--her education, her very marketable skills, her experience, and even her personal qualities which impressed the interviewers (and I assume she had no language difficulty)--she finds out to her consternation that those factors did not count in the real decision.

Kim is a perfect case to demonstrate discrimination based on sex. What does physical size have to do with supervisory skills? Does one really have to be big and talk with a big voice in order to be perceived by others as strong? Kim reminds us that more people in America will have to recognize that women are strong, because their inner selves are strong, even though they have smaller bodies and voices than men. Together, with other women in America today, Asian American women, immigrant or citizen, should contribute to the development of radical changes in our attitudes towards women. We have to have more people experience us as indeed strong women. This means we have to learn more and more to speak out what we think and what we feel; sometimes we have to do so with a louder voice so that we can in fact be heard.

But there's another kind of speaking out that we have to also learn to do more often. Have you ever asked yourself why many women do not move up to higher supervisory or managerial positions? Often it is because they don't speak out to their employers, to show that they think they are qualified to get a promotion, a raise in salary, a raise in position. Women are not going to improve their status if they don't demand it. No one will hand it over to us.

Mrs. Yung and Han Su illustrate the difference that advocacy and support organizations make in the lives of Asian families where mothers have to work. Having a social service agency where the staff understands your language, where you can get a little bit of a helping hand (like with language words and phrases on the job), and where you feel that some of your feelings of lack of confidence, fear of new situations, or initial frustrations in them are worked through by patient and concerned people. All these really do not take much effort to do, but they make a whole lot of difference in people's lives, in their mental health, and they support them in that difficult transition period of adjustment and re-settling in a new society and culture where new behaviors are demanded by the situation.

In terms of Asian immigrant women's immediate employment related problems, social service agencies could also lend support by offering child care arrangements for infants and pre-school age children, and after-school programs for school age children during parents' working hours. Many American families can provide a healthier and more nurturing childbearing environment for their children if economic pressures were reduced by mothers earning additional income for the family. But the fact is, many mothers cannot go to work for lack of alternative arrangements for the care of their children.

Another important service that Asian immigrant women and their families need and could benefit from would be some form of orientation lessons about the American economy and its consequences to everyday family life. Consumer education could provide specific ideas and skills on how to save, purchase goods and services well, etc. but what is first needed are basic lessons which compare their economy in Asia with the highly monetized economy of the U.S. In these times when the economic forces of inflation, tight credit and unemployment spell recession to some people, informed preparedness may be the only way to survive the next decade.

The Pilipino case of Ms. de la Cruz, the nurse, is a good reminder that even though our major problems as minority women are employment barriers and job ceilings, we are not to forget that there are unscrupulous people out there in the labor market whom we have to watch out for, and from whom we have to protect ourselves and one another. The exploitation of immigrant workers abounds. Exploiting the immigrants' ignorance of how the U.S. market economy works, and the relative "satisfaction" felt here compared with economic conditions in their home country in Asia, makes immigrant labor priced cheap by many employers. But the real exploiters are those unscrupulous peddlers of knowledge and information about the great bureaucratic system of government--its laws, and its consequences to one's alien status. Many new immigrants fear anything related to the Immigration and Naturalization Service, no matter how legitimate their status is in this country. Immigration lawyers and secondary related service providers like notary publics, travel agencies, and even some community leaders, charge exhorbitant fees in exchange for their knowledge.

There is no doubt that the government must create and maintain institutions intended to protect the rights of workers, citizens and non-citizens. For new immigrants who do not have much in life, they should at least have much in law. Government regulation is critical particularly with the enforcement of labor standards affecting the working conditions of immigrant women in factories, and in stronger affirmative action programs to hire women. Legal aid clinics and consumer protection agencies could help Asian women effectively fight threats and intimidations to fire or deport them.

I have tried this morning to provide some integration of the complex issues reflected in the cases presented, by articulating at a more general level the common problems and concerns of Pacific/Asian American women, and of women in America in general. I tried to make it clear at the outset that there are historical and contextual roots to our contemporary employment problems that we must remind ourselves of now and then in order not to lose perspective. I discussed some of the common barriers to women's employment and pointed out some of the complexities or difficulties we experience in overcoming these barriers ourselves. Towards the end, I mentioned some solutions to these perceived difficulties and problems, particularly the need for an advocacy and support system to attend to these problems.

Let me end by bringing back our perspective to my beginning point. While Asian Americans in this country have had a long history of racial discrimination, American society has changed and continues to change for every generation. Women and minorities in America today, in growing numbers, are changing themselves, changing the roles that society has assigned to them, changing the ways people perceive and relate to them, and thus changing the entire fabric of society. This is what is going on today in our midst. Let us participate in what affects us today and thereby help to shape our present, and also our future history as Pacific/Asian Americans.

LUNCHEON ADDRESS

Linda Yu

WMAQ-TV Weekend Co-Anchor

My thanks to you for inviting me here today...you say everyone should tune in to Channel 5 on weekends to watch me, may I suggest you watch Channel 5 on the weekdays as well! But enough advertising...

The existence of this conference is so encouraging to me. It's a positive step for us that is long overdue, for us as Asian sisters and for our Asian brothers too. It is time for us to make ourselves heard, not only to say what we can do, but to make known what we can do for this country.

I cannot speak to you as an expert. I know no numbers or statistics. But I can talk to you about what I have experienced personally, as a first-generation Asian woman, and as a news reporter. Recently, I moved to Chicago from San Francisco, the city that may have the highest percentage of Asians of any city in the United States. I had 3½ years in the northern California Bay area to observe and learn about my own people. There were opportunities to meet many who had just immigrated from Hong Kong or the Chinese mainland. Few spoke English, none know that they had any special rights. All felt they had come to the land of great opportunity. Many discovered those opportunities were limited by language, economics, and a lack of American education.

The television station I worked for sent me to Hong Kong on assignment once. In Hong Kong, I met a Chinese family, recently out of the People's Republic. Both the husband and wife were well educated, professionals while they were in China. They had two teen-age sons. It was the fulfillment of a dream for them to go to the United States, in fact to San Francisco. The woman's parents had lived there for 30 years. She had not seen them for all those years, they had never seen their grandchildren. They knew nothing of the life they would have. They knew only that the grandfather worked in a Chinese laundry. The husband thought he might do the same. They had no idea that in order for the family to live, the wife would have to find a job too. They did not know that they would have trouble finding housing in San Francisco. That the grandparents probably lived in a one-room apartment in the city's Chinatown. That they might have to live with them, meaning there would be six people living in one small room. When I returned to San Francisco, I checked with various agencies to see if the family could get some help. But there was little that could be done for them. We must recognize that the problems faced by this family are all too common, right here in the United States...not just in a refugee area of Hong Kong.

There is also the problem of education. The children who come to the United States are placed in classes where they are supposed to get intensive teaching in reading and speaking English. But so often, the classes are inadequate. I saw one class with 20 students in it. Some spoke Spanish, others spoke Mandarin, Cantonese, even one spoke Burmese. The teacher for all 20 students spoke English and Cantonese. How could she possibly deal with all the students, much less try to teach them? The system was not her fault, the shortage of bi-lingual teachers was not her fault. She does the best she can. Little wonder then, that many of the Chinese young people drop out of school. Then the vicious cycle begins...the breakdown of the family. Father and mother must both work to support the family. Perhaps they take English lessons when the work day is over. There is no one at home to take care of the youngsters, or know that they have dropped out of school. They are often recruited into gangs, they don't learn to speak English, they drop out of the educational system. There is not much of a future ahead for them. The pain of this is more bitter because these people came, expecting the land of milk and honey, and it turns out not to be so. It breaks my heart to see it.

There is also fear for many of our people. Since they often cannot communicate, they are subject to pressures from those who would take advantage of them. It keeps them from speaking up for themselves, it keeps them from complaining. Too many employers, whether white, black, Chinese, Japanese, have too often taken advantage of those Asians who do not speak English. They can keep pay low, working conditions poor, and threaten deportation to those who do not obey.

Even for those who achieve some position in this society, there is often a battle to fight against being stereotyped. We are always thought of as being hard working, diligent, trustworthy, never complaining, never raising our voices. Everyone expects us to be this way, and it is too hard for many to prove we don't necessarily have to be that way.

American society in the '80's is supposed to be changing for women. It may be changing less rapidly for Asian women. There have been many times in my career as a reporter that men I have interviewed express surprise after the session. They say, I didn't expect a pretty little thing like you to come after me like that...especially not a pretty little Oriental girl! But the world is beginning to recognize that Asian women are recognizing themselves and their needs. But more of us must join that movement and agree to become more vocal. Two years ago, I was contacted by a Japanese researcher who had a government grant to produce a study on the needs of Asian-American women. She wanted to interview me as well as ask me for contacts among first-generation Chinese women. She could find few of them willing to talk about themselves. I found some, but so many protested that they were unimportant. They had to be convinced that simply being the person they were was important to the study.

There is another problem for minority women. I came across it when I was first getting into my business. Affirmative action programs were beginning and it was fashionable for local television stations to hire minority women. I was approached by a Los Angeles television station (which shall remain nameless) to test for a reporters' job. Though I was not interested then, I went for the interview, then heard nothing. Some weeks later, I discovered a black woman had been hired. It was indicated to me that I wasn't "dark" enough. My reaction? Are minority women being pitted one against another? We should not allow anyone to make us fight one another. Our strength is in remaining together. However, there is progress. During my years in San Francisco, there were Chinese or Japanese reporters at each of the stations, and black reporters..all women. In Los Angeles, there is the same situation. When I left San Francisco, another Chinese woman was hired. There is still a need, however, for others to perceive us as human beings...or in my business, as reporters. Each Asian hired must develop solid qualifications so she is not thought of simply as the person hired to fill a quota.

The actions of NBC and WMAQ-TV have been a large, positive step in that direction. The management here talked to me for more than a year before I came here. My early concern was that I was filling some kind of need for a minority newscaster. My employers assured me, through demographic studies, that if every Asian in the Chicago market tuned their sets to me, there would not be an appreciable change in the ratings. So I was not being hired to fill an affirmative action spot or appeal strictly to a segment of the audience. They wanted a qualified reporter; one who reports for the Chinese, the Japanese, as well as the Polish, the blacks, the Greeks or the Irish.

The group I see before me today assures me of that fact too. All of us, from different eastern countries, can work together. We can forget our traditional prejudices against one another and stand side by side. I must admit that was a difficult concept at one time. When I first came to Chicago, many members of the large Korean population telephoned to ask if I was Korean. My initial response was: Of course not! But I quickly reminded myself. There are so few of us on the air in television around the country. I am the first one here in Chicago. I must represent all of us. I would like to be able to embrace every Asian of any country. I want to leave the kind of impression that if I were to leave Chicago someday, the people who look for a replacement would not hesitate to hire another Chinese or Japanese or Korean or Vietnamese.

QUESTIONS AND ANSWERS

WHAT HAS YOUR ACCEPTANCE BEEN LIKE IN CHICAGO?

It's been phenomenal and wonderful. There was mail from Chinese and Japanese organizations waiting for me when I arrived with messages of welcome. Since then, the Asian community has been very warm in its acceptance. In fact, the whole audience in this area has been very quick to let me know they accept me.

WHERE HAS CONNIE CHUNG GONE?

Connie decided to take another step in her career and change from a network correspondent to an anchorwoman. She is now working for the CBS station in Los Angeles. However, I believe she feels as responsible as I, and other Asian reporters do, that we are representatives of our people. Some of us have talked, and we recognize that there is a need for someone of our ancestry to have network, or nation-wide exposure. For me, I felt coming to Chicago, where no Asian had ever been on the air, was breaking new ground for all of us.

HOW DOES AN ASIAN GET INTO TELEVISION JOURNALISM?

This is an extremely competative field, for anyone. There may be a few hundred people out there who would like my job. But there are many opportunities in this field: before and behind the camera. The world keeps getting smaller as information becomes easier to gather. But it makes us hungrier for more information...about the other side of the world, about things that affect us here at home. More and more emphasis is placed on television news. Young people should stay in school, study journalism along with every other subject available. A journalist must know a great deal about many things, with at least enough background to understand how to ask questions. Television reporters rarely specialize and can cover stories in a wide range of fields in just one day. Above all, it's a field that requires dedication. Young people must be prepared to move...leaving behind family and friends for new opportunities.

U.S. DEPARTMENT OF LABOR PROGRAMS

The U.S. Department of Labor administers a number of employment and training programs, designed to help people obtain career information, receive job training and be placed in jobs. Employers also benefit from these programs by finding qualified workers, receiving subsidized training, and through tax credits.

Each of the following programs was described at the conference. Additional information is available from the Women's Bureau or from the administering agency.

COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA)

CETA provides public service employment, training, education, work experience, retraining and other services for the unemployed, economically disadvantaged and for persons who have a disadvantage in the labor market including the handicapped, women, displaced homemakers and public assistance recipients. The Employment and Training Administration (ETA) is responsible for monitoring and providing technical assistance to Prime Sponsors, i.e., local jurisdictions which receive CETA funds.

The City of Chicago, and each of the surrounding counties, is a CETA Prime Sponsor and they each design and operate programs to meet local needs. They may provide classroom and on-the-job training, work experience, subsidized jobs, basic education, English as a second language, and support services like child care and health aid.

They are required by law to involve community organizations in the planning process and to provide equitable service to all groups in the eligible population and to develop programs to eliminate sex stereotyping and artificial barriers to employment.

Questions or complaints about the CETA operation may be directed to the:

Employment and Training Administration
U.S. Department of Labor
230 S. Dearborn
Chicago, Illinois 60604
312/353-0824

EMPLOYMENT SERVICE/JOB SERVICE

Under the direction of the U.S. Department of Labor, the Illinois State Employment Service operates offices to serve those seeking employment and those providing it. Services include outreach, interviewing, testing, counseling, and referral to placement, training, and other services to ready individuals for employment. All individuals and employers are entitled to service without charge. Offices are listed in the telephone book under Illinois Government Offices - or you may call 793-4700 for information.

JOB CORPS

Job Corps is a national system of 64 residential centers in 32 States and Puerto Rico and provides basic education, vocational training, counseling, health care, and similar renewal services to help disadvantaged young men and women, 16 through 21, prepare for jobs and for responsible citizenship.

Enrollees in Job Corps Centers receive room and board, clothing for work and dress, books, supplies, and a cash allowance, part of which is paid on leaving the program after satisfactory participation. A few of the Centers can also accommodate young people who do not live on the Center but take training during the day. Enrollees may stay in Job Corps as long as 2 years, and at the end of their stay are given assistance in finding a job.

Training, often by skilled union workers, is given in such occupations as heavy equipment operation, auto repair, carpentry, painting, masonry, nursing and other health care jobs, clerical and office work, and electronic assembly. Basic education includes reading, mathematics, social studies, and preparation for the General Educational Development (GED) high school equivalency examination. Job Corps enrollees also receive instruction in general living skills, such as hygiene and grooming, getting along in the world of work, and constructive use of leisure time. To apply, contact a Job Service Office.

WORK INCENTIVE PROGRAM (WIN)

The Work Incentive Program helps people on Aid to Families with Dependent Children (AFDC) find jobs. WIN is operated jointly by the Departments of Labor and Health, Education, and Welfare through the Illinois Employment Services and Welfare Department. It provides job information, help in looking for work, and services like child care and medical aid, as needed. People who cannot move into regular jobs at once may be selected for paid work expected to lead to regular employment--either on-the-job training in private industry or WIN-supported public service jobs; or they may get work experience or training from WIN or community employment programs.

All persons receiving or applying for AFDC are required to register with the local WIN sponsor unless they are exempt. Exempt are children under 16, or under 21 if they attend school regularly; the sick, incapacitated, and elderly; people living too far from a WIN project to take part; people caring for a sick or incapacitated member of the household;

mothers or other relatives caring for children under 6; and mothers or other women caring for children in homes where fathers or other male relatives register. People not required to register may volunteer for the program. Exempt volunteers can leave WIN at any time and go on receiving regular welfare benefits.

APPRENTICESHIP

Apprenticeship is a system of training in which a worker learns the practical and theoretical aspects of the work done in a skilled occupation, craft, or trade. Programs are conducted by employers, often jointly with labor unions; related instruction is usually given in local vocational schools or in privately-owned facilities.

Training periods range from 1 to 6 years, with most trades requiring 3 to 4 years. Apprentices are paid while they train, usually at progressive rates from a starting wage of about half the skilled craftworker's rate up to 90 percent of full pay near the end of their apprenticeship.

A few of the skilled trades in which apprentices are found are automotive mechanic, baker, butcher-meat cutter, all the building and construction trades, patternmaker, machinist, optical technician, and lithographer. There are about 700 apprenticeable trades.

The Bureau of Apprenticeship and Training (BAT) of the Employment and Training Administration, Department of Labor, sets standards, registers programs and deregisters them if they fail to meet prescribed standards, and issues certificates of completion to apprentices. Recent regulations require apprenticeship programs to take action to increase the number of women.

For info, contact the Chicago Apprenticeship Information Center (793-5020), Bureau of Apprenticeship and Training, 150 N. Clinton, Chicago, Illinois 60606.

TARGETED JOBS TAX CREDIT (TJTC)

TJTC allows employers to take a tax credit for certified eligible employees including recipients of supplemental security income payments, handicapped individuals referred from vocational rehabilitation, youth 18-24, in economically disadvantaged families, Vietnam-era veterans who are economically disadvantaged, recipients of general assistance, youth 16-18 participating in an approved co-op education program, and economically disadvantaged ex-convicts. Employers may contact the Job Service or WIN program for additional information and certification.

EMPLOYEE RETIREMENT INCOME SECURITY ACT OF 1974 (ERISA)

ERISA is sometimes called the pension reform law. It protects the pension rights of millions of workers who are covered by private pension plans.

Since certain provisions of ERISA became effective for certain plans after December 31, 1975, workers no longer need to meet unreasonable requirements in order to obtain a right to a pension, and some benefits are usually provided after a worker has satisfied the age and service requirements of his or her pension plan.

When you are first covered by your employer's pension plan, you start earning credits toward your pension for each year of continuous service. After a prescribed number of years, a percentage of your benefits become vested. When your benefits are vested, it means that you have a nonforfeitable right to them when you reach the earliest retirement age provided by the plan. You can't lose them.

Questions and complaints may be directed to:

Labor Management Services Administration
U.S. Department of Labor
175 West Jackson, Room 1201 A
Chicago, Illinois 60604
312/353-0900

FAIR LABOR STANDARD ACT

The Federal minimum wage and hour law covers the majority of workers. It requires a minimum wage of $3.10 an hour for the first 40 hours each week ($3.35 an hour after January 1, 1981). Most covered workers are entitled to 1½ times their regular rate of pay for hours in excess of 40 hours a week.

Child labor laws generally prohibit youth under 14 from working and restrict the hours of youth 14 and 16 years of age.

Questions and complaints may be directed to:

Wage and Hour Division
U.S. Department of Labor
North Side Area Office
6035 N. Northwest Hwy., Rm. 203
Chicago, Illinois 60631
312/775-5733

Wage and Hour Division
U.S. Department of Labor
South Side Area Office
8020 South Harlem Ave.
3rd floor
Bridgeview, Ill. 60455
312/238-8832

The U.S. Department of Labor also administers programs which protect the rights of workers.

Each of the following programs was described at the conference. Additional information is available from the Women's Bureau or from the administering agency.

JOB SAFETY AND HEALTH

The Occupational Safety and Health Act of 1970, is designed "..to assure so far as possible every working man and woman in the Nation safe and healthful working conditions and to preserve our human resources."

The Occupational Safety and Health Administration, U.S. Department of Labor issues standards and rules for safe and healthful working conditions, tools, equipment, facilities, and processes and conducts workplace inspections to assure the standards are followed.

The Act and the standards apply to every employer with one or more employee--except those covered by other Federal safety legislation. Questions and complaints may be filed at:

Occupational Safety and Health Administration
U.S. Department of Labor
6000 Touhy Avenue
Niles, Ill 60648
312/631-8200

OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS (OFFCP)

OFCCP assures equal employment opportunity on Federal contract and subcontract work.

Under an executive order and two laws, minorities, women, members of religious groups, handicapped persons and veterans are protected from job discrimination. Federal Contractors are required to review their employment situation and to take affirmative action to hire and promote members of protected groups if they have been underutilized. The effects of past and present employment discrimination are remedied through back pay, job reinstatement, promotions, and other benefits.

Questions and complaints may be directed to:

Office of Federal Contract Compliance Program
U.S. Department of Labor
610 South Canal St., Room 501
Chicago, Illinois 60607
312/353-0806

HOW TO SECURE FEDERAL EMPLOYMENT

Types and levels of federal jobs and where you go to get information and apply:

1. Clerical positions: GS-2,3,4 - Go to the Office of Personnel Management (OPM)

   (the old Civil Service Commission)
   Federal Job Information Center
   219 So. Dearborn Street
   Chicago, Illinois 60604
   312/353-5136

2. For technical positions or higher level positions: GS-4-7

   Again: Office of Personnel Management (OPM)
   Federal Information Center
   219 So. Dearborn Street
   Chicago, Illinois 60604
   312/353-5130

   Junior Federal Assistant Exam

3. For entry level GS-5-7 to: Professional, Administrative, Career positions (Probably most jobs are filled at this level)- You will need to take the Professional, Administrative Career Exam (PACE). It is primarily for college graduates. To take this exam, you must register in advance, so if you are interested, you need to contact the Job Information Center of OPM.

So far what I have said, is no different from the way it has been. But, now we get to the changes.

This procedure is applicable to those Professional and Administrative Career positions above the entry level so it would be at GS-9 and above. There is no more Mid - Level Register at OPM. This authority has been delegated to the agency. What does this mean? Simply, that the agency will take all the applications and rate the qualifications of the applicants. There is no longer one central register for positions GS-9 and above.

Where do you find out about the jobs at this level?

At least three places:

1. All State Employment Agencies
   (Look in phone books for one closest to you)
   Must be sent and agency must maintain Federal Employment Opportunities.

2. OPM Job Information Center

3. Individual Agency Posting

What do you need to do if you find a job listed which you think you are qualified for and for which you want to apply?

1. You study the Job Announcement carefully.

    a. Note the qualification factors (this gives you an idea what they will be looking for).

    b. Note carefully the Occupational Series, e.g., GS 142, 160, etc., and the grade level.

    c. If you want more information, go to the Job Information Center (OPM) and ask to see the particular series and grade level of the job for which you want to apply.

    d. Tailor your experience on the SF 171 to meet those qualifications.

EMPLOYMENT NETWORKS WORKSHOPS

Fred Albi

Secretary-Treasurer - Local Union 593 AFL-CIO

Hotel/Motel Service Workers

Madam Chairlady, Honored Guests, Ladies & Gentlemen.

I am both honored and happy to be here today, especially as I note, I am the only representative of an American trade union, invited to speak.

Local Union 593, which I have the honor to represent, was chartered in 1938 by the Hotel & Restaurant & Bartenders International Union, AFL/CIO.

The members of Local Union 593 work in cafeterias, drug stores, hotels, motels, and on food counters and snack bars during major sporting events.

They come under job classifications, such as cooks, cook's helpers, salad makers, bus men and women, dishwashers, potwashers, waitresses, maids, housemen, bellmen, room clerks and counter/food servers.

Before 1938, there was no union to represent these workers. I worked as a bartender. We worked from sun-up to sun-down. We took whatever pay the Employer decided to pay us. We received no paid vacations, no paid holidays, no employer-paid medical insurance, and no pension plans. In short, we had no voice whatsoever in our wages, hours and working conditions.

The Employers fought our efforts to organize. It was a long, bitter struggle, but we won. Today, even the lowliest among us in our industry, can count on a paid vacation, is covered by medical insurance, and can retire on a comfortable pension when she gets too old to work.

Today, you are here to learn what the prospects for employment are for Asian/Pacific women in our industry. I am sure you want me to tell it like it is, so I will give you the hard facts first.

We all know that unemployment is at a very high figure, and with increasingly higher prices, our hotel and restaurant business is hurting. Fewer people are traveling. Fewer people are eating out as often as they did a few years ago.

On the other side of the coin, our members, who a few years ago might stay busing dishes or running the dishwashing machine until they could find something else, are now hanging onto those jobs. The 'something else' is not as easy to find anymore.

During the last few years, we are also beginning to find that as a displaced person goes through the kitchen doors, she may be greeted with suspicion, even hostility. This is a result of those who went before you. American workers welcomed the newcomer a few years ago but turned resentful when displaced persons were willing to help the Company breakdown conditions for which we had worked, suffered and endured to achieve. Perhaps not knowingly, but without a doubt, the newcomer was helping the Employer to destroy our Union solidarity.

Since I am the only representative of organized labor here, I feel I may take the liberty of citing the Farm Workers strike in the Imperial Valley of California as an example of what I am attempting to impress upon you.

American Farm Workers Union has been on strike against 15 lettuce growers since 1978. They are striking against being forced to live in Company huts with their families....huts I doubt you would want to keep your dog in. The huts may or may not be provided with no more than a 25 watt electric light bulb - no running water - no pave street or sidewalk - wages just high enough to pay rent for the hut, buy a little food and not much else.

In spite of this strike, the lettuce growers are continuing to operate and so far as we can tell, profit. How?

They have replaced the striking Farm Workers with displaced families of Koreans, Vietnamese, Cambodians and Central Americans. These people have moved into the huts left by the strikers. During this two year strike, four striking Farm Workers have been shot and killed by the lettuce growers army of private police. They have suffered beatings. They have been jailed.

If they lose this strike, what have the Asian/Pacific displaced persons gained?

I cannot believe this is what they or you want - exploitation once they arrive here. But by permitting themselves to be exploited, they also help exploit American workers.

Getting back to the industry I represent, I am proud to say our industry has never needed affirmative action. We have always represented every nationality. We have always welcomed and represented the displaced person to our industry and our city. The doors to jobs and to membership in our Union are always open.

I can say with certainty that American unions and American workers will welcome you. All we ask is that you who are here today, help job seekers understand that the American worker has struggled and many have died, to achieve the benefits and working conditions we enjoy today.

There is room for all of us in the industry which my union represents. Many of our jobs require little or no training. A few of our jobs can even accomodate those who speak little or no English, men as well as women.

It is my hope that those we welcome with outstretched hands will unite with us wholeheartedly to maintain and continue to improve the wages, hours and conditions we have so far been able to achieve.

I want to thank your Conference sponsors for permitting me to speak, and I want to thank all of you for your patient attention to my remarks.

SMALL BUSINESS
TOM CHAN

Thank you Miyo.

For the past year, I have been privileged to serve as a commissioner, appointed by President Carter, on the White House Conference on Small Business, charged with the responsibility of developing recommendations for the small business administration. The 11 member commission represents a broad spectrum of socio-economic levels and a variety of small business men and women, whose goal is to improve the policies affecting our business lives. Rather than institute abstract and lofty ideals, which have no practical value in improving the climate for the small business person, the commission decided to go to the grass roots and elicit the information on the problem areas with which to establish position papers. We there participated in 57 conferences and 10 caucuses throughout the country, in which 2100 dedicated delegates, both men and women, were elected to attend a White House Conference in Washington, D.C. I believe it was a smashing success, for it was the largest of its kind in the history of Washington conferences, and identified many problem areas beseiging small business, clarifying issues and finally, approved 60 positive and practical resolutions. But more important than that, I believe was the fact that it unified the voice of small business for the first time.

When I was invited to speak before you, I was pleased, for my personal perception on my appointment was to act first on behalf of Asian interests and secondly as a small businessperson.

While not dismissing the responsibility of our country in its systemic under-utilization of women, it is instructive to place the role of women in the world perspective. With few exceptions in underdeveloped countries, women are restricted throughout the free world to ancillary, supplemental positions which are defined and redefined with the contemporary needs of a gender dominated society. In recent years, we have seen some slight improvement in this country, thanks in part to affirmative action programs, the E.R.A. legislation, and in part, to a heightened consciousness and deliberate effort to break away from traditional and victorian roles. But it's not enough yet.

To begin with, let's look at some statistics of all women in this country. There are 41 million working women who represent almost 40% of the private sector and 30% of the government labor force. Yet women earn 67% of the male medium income, an actual decline of 2% since 1968. Even though women have $350 billion plus disposable income or 39% of all monies spent in 1978, industry permitted women only 2% Board of Director representation. The private sector permitted women only 10.4% top management authority and the government less than 3% above the GS-15 management level. There is no doubt in my mind that sex discrimination, bias and statements such as a "Man's World" and "Woman's Place" have placed barriers which appear insurmountable to women, and particularly to minority women.

Yet the fact that this issue is now definable and recognizable is a step in the right direction. I believe one of the most insidious detriments to women's progress has been in the area of education. The problem of education in entrepreneurship lies in inadequate preparation forand in attitudes that limit career options and aspirations. The American Educational System must stop fostering sex stereotyping, which diminishes and discourages aspirations for any career other than those that have been traditional for women.

An additional shortcoming is the fact that education in America tends to deprive women of the very skills needed to run a Business-Mathematics, Accounting, Finance and Marketing. Women who are entreprendurs share the same frustrations as all businesspeople in the areas of capital formation and retention, venture capital, excessive regulatory policies, the tax laws, etc. We must attack those obstacles that are based upon educational system that reinforces outmoded sexist distinctions, that prevent women from seeking new careers. Moreover, we must attack those obstacles that are caused by De Facto sex discrimination, both subtle and overt.

But for minority women, and in particular the Asians, the obstacles are even greater, for they face the additional barriers of cultural differences. The classical subservient, obedient helpmate is archaic . To help businesswoman to become entrepreneurs, the American Management Association Study has produced a profile of a successful woman entrepreneur, and she looks something like this:

* Came from a close, supportive family

* Exhibited a strong entrepreneurial drive early in life, often during the elementary and high school years.

* Tended to be highly educated.

* Exhibited in inordinate capacity for hard work and dedication to her enterprise.

* Was well informed concerning her business field.

* And most important, had an uncanny ability to redirect negative situations and attitudes to her advantage, much as a judo expert might apply the art of self-defense to the business environment.

With this I'd like to tell you of the story of the man who enters an elevator at Marina City asking, while stuttering, for the radio station and what floor was it on. The elevator operator told him it was on the 16th floor. The elevator operator asked what kind of a job was he looking for and the man replied, stuttering, "A Radio Announcer." A half hour later, the operator asked the man if he had gotten the job, and the man replied, "No, I didn't and you want to know why? It was because I was chinese".

The analogy to this story is that many women in business must not get caught up in the double syndrome of "It's because I am a woman and because I am a minority -- That's why I can't succeed". It can be a very convenient crutch instead of really looking at other reasons, such as poor marketing techniques, being under-capitalized, or not understanding the importance of cash-flow, product development, etc.

If I may, I'd like to leave you with several suggestions:

1) You must develop the determination to succeed. Success is a positive mental process.

2) In whatever you are doing, find a good model role and learn everything you can about that person's business. Remember the successes and the mistakes.

3) Overcome the Asian reticience and over compensate the cultural pattern and become more aggressive in your endeavors.

4) Become more involved in forums such as this, and learn more from one another.

An old chinese philosopher said 3000 years ago, in order to make a journey of a thousand steps, you must begin with that first important step.

A WHOLE NEW WORLD, WHEN YOU DISCOVER THE NEW WOMAN IN YOU

Arnita Boswell

Thank you for this opportunity to speak at your Chicago Conference on Employment of Asian/Pacific American Women.

From my resume you can tell I am and have always been actively involved in Human Rights, Economic and Political Development, Education, Social Welfare, Individuals, the Family, and the Community (Locally, Statewide, Regionally, Nationally and Internationally).

The opportunity afforded me by Chicago Economic Development Corporation to work with women such as you in business, those who want to go into business and those hoping to change careers has been a most gratifying and challenging experience.

My talk, due to the very full agenda of your excellent conference program and the time alloted me, has dictated that I make it as a practical aid for Asian/Pacific American women.

Womenpower is one of our most important assets. Women have been responsible for the major share of the growth in our labor force; 60% of the total increased since 1940. They now represent one-third of all workers. The increase in the number of women in the labor force is one of the major indications of economic, social and political change in our society.

It is important what women say about:

1. Being a Woman
2. Other Women
3. Working
4. Motherhood
5. Money
6. Men
7. Marriage
8. Sex
9. Divorce
10. Politics
11. Religion
12. Health
13. Personal Philosophies
14. Handicaps
15. Education
16. Family
17. Death
18. Volunteering
19. Living Alone
20. Early Life
21. Middle Years

22. Senior Years
23. Ethnic Backgrounds
24. Equal Rights

WHAT IS MORE AND MOST IMPORTANT IS: WHAT ARE YOU SAYING ABOUT YOURSELF?

1. Who are you?
2. How do you handle conflict?
3. Your strengths
    a. vulnerability, weakness, helplessness
    b. emotions
    c. participating in the development of yourself
    d. participating in the development of others
    e. cooperation
    f. creativity
4. The making of your mind-so-far
    a. domination-subordination
        1. temporary inequality
        2. permanent inequality
5. Doing Good and Feeling Good
    a. giving
    b. activity-passivity
    c. charge
    d. feminine evils and women's sense of failure
6. Serving others' and your own needs - doing for others
    a. the integrating element
    b. departure of a superwife
    c. beginning of change
    d. strange theories about "Human Nature"
    e. ego development
7. Outside "The Real World"
    a. Inside "The Real World"
8. Future Key
    a. ties to others
9. Becoming oneself - authenticity
    a. creativity
    b. authenticity through cooperation
    c. isolation
    d. sexual authenticity
    e. first steps
    f. creativity with a place to go
10. Whether this is enough
    a. power
    b. self determination

The Businesswomen's Educational Forum (BWEF) of the Chicago Economic Development Program invites each of you to participate in our monthly programs. For additional information call 984-5970.

BWEF has grown out of our concern to support programs, movements, and legislation aimed at reducing racism, sexism, and economic deprivation. The BWEF works actively for progressive measures in economic development, education, entrepreneurship, employment, health, and human welfare.

We maintain local, state, national, and international channels to communicate on matters of business concern and to oppose vigorously oppression in the economic life of the country. The BWEF is a new voice speaking in behalf of black, and other minority women of colors.

PROGRAM

To accomplish its education, research, and advocacy program, BWEF does the following: Convenes: once a month for three months; Conducts: continuing assessments of the status and roles of black and other minority businesswomen; Recommends: public policy changes; Identifies: Black and other minority women in business; Educates: the public through open workshops, various forms of communication, and other mechanisms; Publishes: newsprints, reports, etc.; Assess: current economic trends, implementation; Research: evaluates the capabilities and feasibilities of current and future trends through funding resources, and problem analysis; Coordinates: with other local, national, and international women's organizations and all businesses' current programs; Makes Referrals: to our counselors for specialized assistance within CEDCO and the appropriate community resource; Makes Site Visits: to observe women's businesses for the purpose of learning, supporting, making recommendations, and evaluating.

SOME BUSINESS SUGGESTIONS FOR WOMEN. "BUSINESS PROFILES"

1. Auto Supply Stores
2. Bicycle Stores
3. Book Stores
4. Coin-operated Drycleaning
5. Mail Order Enterprises
6. Building Contractors
7. The Handcraft Business
8. Manufacturing
9. Restaurant and Food Services
10. Nurseries
11. Plant Shops
12. Sewing & Needlecraft Centers
13. Pet Shops
14. Consultants
15. Swap Stores
16. Toy and Hobby/Crafts Stores
17. Convenience Food Stores
18. Gift Stores
19. Hairgrooming/Beauty Salons
20. Building Maintenance Services
21. Shoe Stores
22. Talent Scouts
23. Asian/Pacific Gift Shops
24. Employment Agencies

OUTLINE (Brief Comments)

Today's Work Scene
The Changing Use of Time
The Returnee to Work
Resumes, References, Portfolios
The Newcomer to Town
Resource Networks
Preparing Total Family for the Life of a Businesswoman/The Sharing of Responsibilities
Professional, Personal or Business Counseling

GIVE AWAYS

1. Chicago Economic Development Information Kit
2. Businesswoman's Referral Guide (CEDC)
3. Information Forms to Include Asian/Pacific in Businesswoman's Referral Guide
4. Outline "Getting Started," - Small Business Clinic
5. Creative Goal Meditation

Thank you for this opportunity to share with you in what I consider is an inclusion of my interest, a local, national and international must and a part of my professionally paid job.

I want to include you in our Businesswoman's Referral Guide; we are distributing forms for you to complete. The purpose is to help give more publicity to small businesswomen and to increase the economics of the businesses.

WHAT TO DO IF YOU WANT TO APPLY FOR A LOAN FROM THE SMALL BUSINESS ADMINISTRATION FOR AN ESTABLISHED BUSINESS

Dolores La Valle - Small Business Administration

1. State type of business that you operate. Also include resumes of owners' and/or managers' backgrounds.

2. Prepare a current financial statement (balance sheet) listing all the assets and all the liabilities of the business - do not include personal items.

3. Prepare an earnings statement (profit and loss) for the current period to the date of the balance sheet referred to above. Also furnish copies of past two fiscal year profit and loss statements.

4. Prepare a list of the collateral to be offered as security.

5. Give the total amount of the loan that you estimate will be necessary and break it down to show amounts estimated for land, buildings, machinery, equipment, inventory, operating expenses, etc.

6. You must have a reasonable investment in the business.

7. Prepare a current personal financial statement for the owner or each partner or stockholder owning 20% or more of the corporate stock in the business.

8. Take this material with you and see your banker. Ask for a loan under SBA's Loan Guaranty Plan. If the bank is interested, ask the bank for application forms. When the forms are completed, return them to your commercial bank who will, in turn, forward them to SBA with a cover letter. In most cases of guaranty loans, SBA will deal directly with the bank.

EVALUATION FORM

CHICAGO CONFERENCE ON EMPLOYMENT OF ASIAN/PACIFIC AMERICAN WOMEN (APAW)

1. In your opinion, has the conference achieved the objectives:

	Adequately	Partially	Poorly
- To describe APAW employment needs			
- To explain employment programs			

2. Did the workshop you attended achieve its stated objectives? _____ Yes _____ No

Which did you attend?

Employment Networks _____

Small Business _____

3. What was the most meaningful part of the conference to you?

4. What was the least meaningful part of the conference, to you?

5. Would you like to see future conferences or workshops? _____ yes _____ no

If yes, please comment on content, composition, etc.

6. What action do you plan to take as a result of the conference?

7. What action would you like the Women's Bureau to take?

8. What other activities would you like to see?

Background information - (circle appropriate categories)

Sex 1) Male 2) Female

Age 1) Under 20 2) 20-29 3) 30-39 4) 40-49 5) 50-59 6) 60 & over

Occupation

1) Professional and technical
2) Managers and administrator
3) Sales worker
4) Clerical worker
5) Manual worker
6) Student
7) Homemaker
8) Union official /organizer
9) Retiree
10) Other ____________________

Ethnicity

1) Asian 2) White 3) Black 4) Hispanic 5) Indian 6) Other

Attendance

1. Both morning and afternoon sessions
2. Only morning
3. Only afternoon

EVALUATION OF CHICAGO CONFERENCE ON EMPLOYMENT OF ASIAN AND PACIFIC AMERICAN WOMEN

MARCH 22, 1980

TOTAL REGISTERED PARTICIPANTS:	97	100%
TOTAL EVALUATIONS RECEIVED:	49	51%

ACHIEVEMENT OF CONFERENCE OBJECTIVES:

	ADQUATELY	PARTIALLY	POORLY
BOTH OBJECTIVES	32 or 65%	9 or 18%	
DESCRIBE NEEDS	2	2	
EXPLAIN PROGRAMS	2	2	

ACHIEVEMENT OF WORKSHOP OBJECTIVES:

YES 34 NO 4 PARTIALLY 1

WORKSHOP ATTENDANCE:

EMPLOYMENT NETWORKS	21
SMALL BUSINESS	19

MOST MEANINGFUL

Total Conference	10
Case Studies	7
Workshops	7
Ms. Yu's Speech	6
Meeting each Other	3
No answer	6

LEAST MEANINGFUL:

ETA Presentation	7
No Answer	8
DOL Presentations Were Boring	4

DESIRE FOR FUTURE CONFERENCES OR WORKSHOPS:

YES 45 NO 0

Content of Future Conferences or Workshops:

- Networking
- Litigation Procedures
- Working within the system
- All minority women
- Combating being over qualified
- Day care and after school programs
- Writing proposals

ACTIONS TO BE TAKEN AS A RESULT OF THIS CONFERENCE :

No answer	10
Follow-up with Presentors	10
Network Building	25
Attend SBA Seminars	1
Ask For a Raise	1

RECOMMENDED ACTIONS FOR THE WOMEN'S BUREAU:

- No answer 15
- Communicate more with Asian women
- T.A. and financial support to Asian community
- Keep doing what we are doing
- Support networking between all minority women
- Establish a newsletter on Asian women employment
- Assist Asians in identifying transferable skills

FUTURE ACTIVITIES DESIRED:

- No answer 20
- Publicity on successful Asian women
- Minority womens conference
- Workshop for women in labor, business and economics
- Coalition of Asian/Pacific women for networking purposes
- Another Asian Pacific American Women's conference
- Educational and cultural program for teenagers
- Starting a business workshop

BACKGROUND INFORMATION ON PARTICIPANTS :

Males	7
Females	46

Under 20	1
20-29	10
30-39	18
40-49	10
50-59	9
60 & over	1

Attendance

Morning & Afternoon	40
Only morning	4
Only afternoon	4

Occupations:

Professional & technical	25
Managers & asministrator	12
Clerical worker	3
Student	1
Homemaker	2
Others	5

Ethnicity

Asian	35
White	7
Black	5

CONFERENCE PACKETS

The following publications were included in the package of materials distributed at the Chicago Conference on Employment of Asian and Pacific American Women.

Know Your Pension Plan

Often - Asked Questions About the Employment Retirement Income Security Act

OSHA: Your Workplace Rights in Action

Relevant Sections of the Final Rules and Regulations of the CETA Reauthorization Legislation which have Particular Significance for Women's Organizations, Businesses Owned by Women and Women in General

Review of CETA Reauthorization (Public Law 95-524)

A Guide to Seeking Funds From CETA

The U.S. Economy to 1990: Two Projects for Growth

New Regulations to Help Open Nontraditional Jobs to Women

Handy Reference Guide to the Fair Labor Standards Act

Materials Related to Women in Apprenticeship

Apprenticeship (DOL Program Fact Sheet)

Publications of the Women's Bureau

The Women's Bureau: Working for Equality in Employment for Women

U.S. Department of Labor

Profile of Asian American Women Workers in Chicago SMSA: Literature Survey Report

Selected Federal Programs Which Provide Services Relating to Child Care

Tips That Make Cents in Proposal Writing

Asian/Pacific American Women Employment REsource Directory

Part II

Employment Patterns of Asian/Pacific American Women in the Midwest Area

PROFILE OF ASIAN*AMERICAN WOMEN WORKERS IN CHICAGO SMSA:

Literature Survey Report

Masako Osako, Ph.D. U of Illinois at Chicago Circle

Asian Americans* in Chicago are a diverse and dynamically changing group. Chinatown, the oldest Asian community in the city, dates back to the turn of the century, but up to the 1950's, the Chinese American population was less than a few thousand. It was in the 1960's that with the influx of Mandrin-speaking Chinese, the ethnic group population surpassed 10,000. Similarly, prior to World War II, the Japanese population in Chicago was only a few hundred. Then, between 1943 and 1950, over 20,000 Japanese Americans arrived in Illinois from internment camps.** According to 1970 Census, the third largest Asian group was the Filipinos, of whom less than a quarter were native born. Many of the foreign born Filipino are professionals who immigrated to the United States after the passage of the Immigration Act of 1965 which gave preference to professional workers. At present, it is estimated that there are 35,000 to 40,000 Japanese; 30,000 to 40,000 Chinese; and 50,000 to 60,000 Filipinos in the area.

Throughout the 1970's, there was a large influx of immigrants from Korea, India and Indochina. According to an informed source, there are currently 50,000 to 60,000 Koreans and 40,000 to 50,000 East Indians in Chicago SMSA. Unfortunately, little information is available about their social and economic characteristics. Since the fall of Vietnam in 1975, a sizable number of Indochinese refugees settled in the Midwest. The Governor's Office for Pacific/Asian Americans estimates that presently there are 6,000 Vietnamese, 2,000 Lao Hmong, 700 Laotians, and 700 Cambodians in the Chicago area. In addition, the Thai population is likely to be between 15,000 and 20,000. In all, the total number of Asian descendents in Chicago SMSA is estimated to be between 230,000 and 234,000.

Nearly fifty percent of these Asians are female and well-over half of adult women are in the labor force. Assuming that at least two-thirds of Asians are 16 years and older, there are nearly 40,000 Asian women workers in Chicago area. Despite its magnitude, however, reliable information about this group is very scarce.

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* In this report, the terms "Asian" and nationality categories like "Chinese" and "Vietnamese" refer to the descendents of Asia and the Asian nations. Therefore, these terms include both American citizens and noncitizens.

** During World War II, all the Japanese descendants in the West coast were interned in relocation camps.

In the absence of more recent and inclusive information, this report utilizes the 1970 Census to delineate the profile of Asian American workers in the Chicago SMSA. Admittedly, this data suffers certain obvious limitations: (1) the Census is ten years old and major changes have taken place in Asian American population in Chicago, notably the influx of new immigrants, (2) the 1970 Census reports only on Japanese, Chinese, and Filipinos, but classifies all other Asians in the category called "Other." It is hoped that the 1980 Census and further research will fill this critical gap in knowledge regarding the Asian population.

This report consists of three parts: (1) a profile of Asian women workers in Chicago SMSA, (2) additional information on Asians in the city, and (3) a bibliography. The second portion was added to the report because certain information in the Census report, Japanese, Chinese, and Filipinos are not cross-tabulated by sex.

ASIAN WOMEN WORKERS IN CHICAGO SMSA

Major Occupational Group, female employed, 16 years old and over

The occupational distribution of Japanese women closely resembles the national pattern, with a large segment working as clerical workers. Chinese women are almost evenly divided into white collar and manual workers. With two-thirds of women in professional and technical employment, Filipinos sharply divert from the nationwide pattern.

	Japanese	Chinese	Filipino	Nation Total
Professional, Technical, & kindred workers	16.1	22.7	64.6	15.7
Managers and administrators, except farm	4.3	1.7	.6	3.7
Sales workers	5.1	2.4	1.2	7.4
Clerical and kindred workers	41.5	30.4	21.7	34.9
Craftsmen, foremen, and kindred workers	2.5	2.0	.6	1.8
Operatives, including transport	18.3	23.4	3.9	13.9
Laborers, except farm	0.7	1.4	0.7	1.0
Farmers and farm managers	-	-	.1	.2
Farm laborers and foremen	0.5	-	-	.5
Service workers, except private household	8.8	14.8	5.4	16.6
Private household workers	2.2	1.2	1.0	3.9
	100.0	100.0	100.0	100.0
TOTAL	3,042	1,916	3,887	28,929,845

Median Income in 1969, Total 16 years old and older

The median income of Asian women is higher than the national average for females. Reflecting a large professional population and high labor force participation rate, Filipinos' income is considerably higher that that of either Japanese or Chinese women but is generally far below that of male groups excluding Chinese men.

	Japanese	Chinese	Filipino	Nation Total
Male	$8,573	$5,101	$6,389	$6,444
Female	$3,915	$3,012	$5,361	$2,328

Percent in Labor Force, Female 16 years old and over

With the exception of Japanese between the ages of 25 and 44 and Chinese aged between 25 and 34, Asian women participate in the labor force more than does the nation as a whole. The labor force participation of Filipinos is consistently and unusually high (over 80%) throughout most of adult years.

Age	Japanese	Chinese	Filipino	Age	Nation Total
16 to 19 years	33.3	39.1	31.2	16-17	23.0
				18-19	47.4
20 to 24 years	62.2	61.3	80.2	20-21	56.0
				22-24	56.1
25 to 34 years	32.4	44.9	84.2	25-29	45.4
				30-34	44.2
35 to 44 years	51.6	60.1	84.1	35-44	50.3
45 to 64 years	68.3	62.7	66.7	45-49	53.0
				50-54	52.0
			"	55-59	47.4
				60-64	36.1
65 and older	20.7	11.3	"	65-69	17.2
				70-74	9.1

Marital Status, Female, 14 years old and older (Percentage)

Reflecting the immigration of younger professionals, nearly half of the Filipinos are single. The Japanese pattern closely resemble the national norm, including a sizable number of divorcees in the population. The Chinese marital distribution falls between Japanese and Filipino rates except in that the interracial marriage is less common in this group.

	Japanese	Chinese	Filipino	National Total
Single	23.5	31.2	48.2	22.6
Married, Husband present	63.0	59.9	43.2	57.1
With spouse of same race	(43.3)	(54.1)	(32.9)	--

	Japanese	Chinese	Filipino	National Total
Separated	0.9	0.4	1.0	2.3
Other married, husband absent	1.0	1.8	4.5	1.9
Widowed	8.5	6.1	2.3	12.3
Divorced	3.1	0.6	.7	3.9
	100.0	100.0	99.9	100.1

ASIAN AMERICANS IN CHICAGO SMSA

Population

There were over 40,000 Asians in Chicago SMSA in 1970. The Asian population is estimated to have increased by five times between 1970 and 1980.

Japanese	Chinese	Filipino
15,732	11,995	11,568

Place of Birth

More than half of the Asians in the Chicago area were foreign born in 1970. The ratio is estimated to be much higher today.

	Japanese	Chinese	Filipino
Foreign born	26.6	65.7	74.8
Native born	73.4	34.3	25.2
	100.0	100.0	100.0
TOTAL	15,659	11,794	11,576

Education, total, 25 years old and older

Asians are highly educated with over 80% of Japanese and Fillipinos having high school diplomas. Even though the median school year completed is moderately high for the Chinese, less than half of them have finished high school. This discrepancy is probably attributed to the fact that the Chinese overrepresented themselves in the lowest educated (6 years of less) and the highest educated groups (college and more).

	Japanese	Chinese	Filipino	Nation Total
Median school year completed	12.8	11.7	16.5	12.1
Percent high school graduates	80.1	49.0	83.8	

Class of workers, total, 16 years old and older (percentage)

A large majority of employed Asians are private wage and salary workers. Self-employed persons and unpaid family workers are particularly few among Filipinos. These characteristics may not accurately describe recent Asian women workers, for many of the recent immigrants, notably Koreans, work in family businesses.

	Japanese	Chinese	Filipino	Nation Total
Private wage and salary workers	86.0	82.1	86.5	75.7
Government workers	8.4	8.0	11.5	16.1
Self-employed workers	5.5	18.9	2.0	7.7
Unpaid family workers	0.2	1.0	-	0.5
	100.1	100.0	100.0	100.0
TOTAL	7,591	5,305	6,839	76,553,599

Industry, total employed, 16 years old and older

In regard to the industrial distribution, the Japanese most closely approximate the national pattern except in that a few work in primary industries. In contrast to 20% of the total work force in the country, over one-third of the Chinese are employed in wholesale and retail trade. The Filipinos divert most substantially from the national average with more than half of employed persons in professional and related services.

	Japanese	Chinese	Filipino	Nation Total
Agriculture, forestry, and fisheries	.8	.3	.2	4.5
Construction	1.3	1.0	1.1	6.0
Manufacturing	28.5	20.9	16.0	25.9
Transportation, communication, and other public utilities	4.4	2.5	2.2	6.8
Wholesale and retail trade	25.3	34.3	12.6	20.2
Personal services	4.9	8.2	3.3	4.6
Professional and related services	20.3	23.1	53.1	17.6
Other industries	14.5	9.6	11.4	14.5
	100.0	99.9	99.9	100.0
TOTAL	7,591	5,305	6,839	76,553,604

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SELECTED CHARACTERISTICS ON EMPLOYMENT/UNEMPLOYMENT

OF

ASIAN/PACIFIC AMERICAN WOMEN IN CHICAGO

One of several objectives of the Chicago Conference on Employment of Asian/Pacific American Women is to randomly collect data on current employment and unemployment needs and concerns being experienced by low-income, displaced and/or disadvantaged women belonging to these ethnic groups.

Two hundred (200) forms were distributed to members of the conference community planning committee with a request that they be given out to the target women. Because many of the planning committee members were themselves involved with service provider agencies, this strategy for communicating with the target women was assumed as practical and sufficient by Ruth Kumata who designed the questionnaires.

Half of the questionnaires was directed to women who are actually employed and the other half was intended to seek information from women who are presently unemployed. Of the 200 forms distributed only 40 were returned.

Because of the small number of responses received, an interpretative evaluation of the responses was not attempted. Instead, the answers of the respondents have been simply tabulated so that they can be incorporated with other data that may have been collected from other cities which also participated in the national project.

SELECTED CHARACTERISTICS ON EMPLOYMENT/UNEMPLOYMENT

OF

ASIAN/PACIFIC AMERICAN WOMEN IN CHICAGO

I. Survey of Unemployed Women

Number of respondents = 20

1. Years lived in Chicago

0 - 6 months = 8
7 -12 months = 4
1 - 3 years = 3
4 - 7 years = 3
8 - 14 years = 2

2. Country of Origin

Cambodia = 1
China = 1
Hongkong = 1
Indonesia = 1
Philippines = 5
Vietnam = 11

3. Perceived ethnicity by respondent

Cambodian = 1
Chinese = 5
Filipino = 5
Indonesian = 1
Vietnamese = 4
Vietnamese-Chinese = 4

4. Immigrant Status/Citizenship

Immigrant before 1965 = 0
Naturalized citizen = 0
Natural-born citizen = 0
Immigrant after 1965 = 20
(written as refugee = 7)

5. Age Group

17 - 21 = 1
22 - 35 = 11
36 - 55 = 3
56 - 65 = 3
66 + = 2

6. Marital Status

Married = 12
Single = 8

7. No. of women with children below 12 years old = 6
No. of women with children older than 12 years old and/or did not indicate age = 6

8. Willingness to work outside the home

yes = 19

no = 1 (sick)

9. Reason/s for not being at work (could be two answers)

Children too small and need care = 5
Cannot find suitable job = 14
Do not have enough skills = 12
Do not know how to find a job = 4
Do not know enough English = 12
Family prefers I stay home = 4
Other personal reasons = 3

* do not know how to drive or use public transportation
* physical problems

10. Willingness to avail of job training close to home

yes = 19

no = 1

11. Training programs perceived as would be helpful

English language = 15
How to look for a job = 3
Technical training = 9
What kinds: typing
key punching
electronic soldering
drafting
computer science
accounting

Office skills = 4
Bilingual vocational schools = 9
Others (specify) =0

12. Years of schooling received

none indicated = 1
below 6 years = 7
more than 6 = 1

8 - 12 years = 4
12 - 16 years = 6
17 + years = 1

13. Possession of a degree or skills

yes = 10

no = 10

14. If yes, please specify:

* making china set
* nursing
* office skills
* B.S. Economics
* ministry

*cosmetology
*welding small parts
*law school
*secretary

15. Previous experience in working

yes = 14 no = 6

16. Kinds of work done if yes to #15

- ministry in the Philippines
- salesperson
- administrative-secretarial in Philippines and Vietnam
- teacher
- accountant for a bank
- nursing in the Philippines
- secretary
- general office work
- welding
- making china set

17. Lack of English language skills perceived as major barrier to employment

yes = 17 no = 2

Some respondents wrote in additional comments to this question:

- lack of employment opportunities for women ministers ordained in country of origin
- lack of transportation
- age barrier

Note: It was deemed unnecessary to tabulate answers to question #2 in the questionnaire because question #1 already gave a clear indication of the years lived in Chicago. Therefore, the numbering of the tabulated answers is only 17. January 1980 is the base date.

II. Survey of Employed Women

Number of Respondents = 20

1. Length of time lived in Chicago

0 - 6 months = 3
7 - 12 months = 2
1 - 3 years = 7
4 - 7 years = 5
8 - 14 years = 3

2. Country of Origin

Cambodia = 2
China = 1
Hongkong = 2
Philippines = 5
Vietnam = 9
San Francisco = 1

3. Reason for coming to Chicago

To join family = 2
To find a better job = 4
Personal reasons = 1
Others = 13

Elaborated as follows:

* Vietnamese refugee
* better future for children
* immigration
* for better life opportunities

4. Perceived ethnicity by respondent

Cambodian = 2
Chinese = 5
Chinese-Vietnamese = 1
Filipino = 5
Indonesian = 1
Vietnamese = 6

5. Year of Immigration

Immigrant before 1965 = 0
Natural-born citizen = 0
Immigrant after 1965 = 19
Naturalized citizen = 0

* One respondent replied = Working Visa (HY)

6. Age Group

17 - 21 = 0
22 - 35 = 14
36 - 55 = 6
56 - 65 = 0
66 + = 0

7. Marital Status

Married = 13
Single = 6
No answer = 1

8. Children

* No. of women with children below 12 years old = 9
* No. of women with children above 12 years old = 2
* Did not indicate age of children = 4
* No. of women with no children = 7

9. Respondents' first language

Cambodian = 2
Chinese = 5
Chinese-Vietnamese = 1
Filipino (Tagalog) = 5
Indonesian = 1
Vietnamese = 6

10. Self-perception of command of English language

Excellent = 2
Adequate = 6
Fair = 6
Poor = 6

11. Lack of good English language skills perceived as major barrie to better employment

yes = 15
no = 5

12. Years of schooling received

none indicated = 0
below 6 years = 3
more than 6 years = 2
8 - 12 years = 8
12 - 16 years = 6
17 + years = 1

13. Possession of a degree or skills

yes = 12
no = 8

14. If yes, please specify

* Bachelor of Laws = 1
* typing = 1
* hairstyling = 1
* physician (M.D.) = 1
* teaching = 1
* sewing = 1
* tailoring = 1
* nursing = 1
* pharmacy = 1
* business mgt. = 1
* knitting = 2

15. Number of hours worked

Full-time = 19
Not working at the moment = 1
Part-time = 0

16. Type of work	Date Started	Starting Salary	Present Salary
* assembly worker	12-31-79	$ 4.71	$4.71
* assembly worker = 2	12-04-79	4.00	4.00
* clerk	08 -79	no data	no data
* secretary	01-18-79	6,900/yr	no data
* nurses' aide	-75	no data	no data
* clerk = 2	-77	minimal	no data
* I.V. therapist	-76	no data	no data
* staff nurse	01 -78	no data	no data
* skin care	no data	no data	no data
* light machine oper.	10-25-79	3.87	no data
* sewing machine oper.	10 -78	3.50	3.75
* assembler	11 -79	3.50	3.70
* assembler	12-25-79	3.50	3.50
* light factory worker = 2	2 -80	3.50	3.50
* offset printing	10-02-79	3.50	no data
* soldering	10 -79	4.15	4.30
* electronic assembler	2 -79	5.25	6.00
* light assembler	9 -79	3.50	3.85

17. Types of work done before

* weave basket
* shoe maker
* clerk
* no answer = 2
* medical doctor
* beautician
* sewing = 2
* salesfirl
* farmer = 2
* teacher aide
* lock factory
* knitting worker
* currency
* nurses aide = 2
* instructor in clinical nursing
* office job
* hairstyling
* housewife = 2
* cashier
* fishing

18. Reasons for leaving last job

no answer = 1
no job before = 1
got a better job = 4
to get training elsewhere = 0
dissatisfied with conditions = 1
dissatisfied with lack of promotions = 0
Personal reasons-not job related = 4
Other = 11

19. Plans regarding future employment

stay with present company & build career = 4

find a better job = 6
Look for training opportunities for a better job = 8
Other = 4

20. Skills Not being used at present job

- none = 3
- knitting = 2
- accounting
- business mgt.
- teaching = 2
- pharmacy
- physician
- bookkeeping
- sewing = 3
- hairstyling
- embroidery
- typing
- clerical
- fishing

21. Kind of position preferred if given choice

- happy with present job but would like training in food service
- teaching Chinese traditional dances
- start a business (self-employed) = 2
- shoemaker
- nurse
- pharmacist
- teaching = 3
- physician (M.D.)
- supervisor
- tailoring = 2
- hairstyling
- better paying job
- general office work = 2
- clerk-typist
- undecided
- no idea
- no reply

22. Have received on-the-job training to improve skills

yes = 3 no = 17

23. Have received training separate from job to improve job skills

yes = 3 no = 15
no reply = 2

Kind of training provided and the Sponsor organization

- English at Truman College
- Pre-employment counseling and follow-up after employment

24. Job training programs recommended by respondents

* any kind of training which requires little educstion and short time
* tailoring = 2
* more intensive English classes
* how to understand and relate to non-Chinese Americans
* chef class
* vocational classes such as electrician
* pre-employment counseling
* on-the-job training with no class work
* review educational programs to utilize education and clinical skills obtained in the Philippines = 2
* clerical work
* clerk-typist
* key punch = 2
* review programs to assist us in passing the state board exams
* business training programs that will give stipend or allowance for daily survival
* English conversation
* knowledge of public welfare policies and procedures
* a brief fact about U.S. culture
* educational programs that will upgrade basic skills and training obtained in country of origin to find better or other jobs = 2
* junior accounting clerk
* payroll clerk
* computer programming
* any marketable training
* sewing
* typing and shorthand
* shoe making
* nurse
* no answer

25. Personal opinion as to the major barriers to employment and better jobs for Asian women

* language and/or good communication skills = 11
* no (marketable)skills = 6
* lack of transportation (to go to better jobs) = 2
* lack of preparation to work in technical society + 2
* skills obtained in unskilled jobs not transferrable & marketable once laid-off = 1
* family responsibilities at home = 1
* working hours only available during day - not flexible = 1
* no experience = 1
* lack of capital to start own business = 1

- fearful of places with no fellow Chinese = 1
- lack of thorough understanding of American culture = 1
- physical appearance plays a major role in landing a good job = 1
- teaching employment opportunities closed for foreign-trained teachers = 1
- second class citizen treatment because of race = 1
- non-recognition of education and job experience obtained in country of origin = 1

26. Concerns and needs related to employment which respondents would like to be addressed by government or other people

- no answer = 12
- wage earned not enough to pay for babysitter and live a comfortable job = 1
- dead-end job = 1
- State employment office should hire bilingual personnel in area of ethnic concentration = 1
- more funds to Asian agencies which can provide more personal service with bilingual and bicultural staff = 1
- babysitting problem = 1
- not know how the system works = 1
- no skill training program available for limited English speakers = 1
- no vocational test instruments available to test limited English speakers = 1
- no free skill training program available for marginal people (in terms of income) = 1
- honest picture of the H-1 visa program = 1
- day care or nursery = 1
- retraining program to upgrade skills for better jobs = 1
- language schools = 2

Note: whenever no figure or number appear after the item, please assume that one person gave that answer.

Pacific/Asian American Project, Women's Bureau, DOL
Chicago Conference

Jan, 1980

RANDOM SURVEY OF UNEMPLOYED WOMEN

1. How long have you lived in Chicago?__________ (years) __________ (months, if less than year)

2. Year you came to Chicago__________

3. Place or country from which you came__________

4. Your ethnic group__________ (Chinese, Korean, etc)

5. Check the items which apply most to you (could be two)

   Immigrant before 1965__________ Immigrant after 1965__________

   Natural-born citizen__________ Naturalized citizen__________

6. Age group: 17-21 ______; 22-35__________; 36-55__________; 56-65__________

   66+__________

7. Marital status: Married__________; Single__________ (include widowed, divorced)

8. Children: Number__________; Ages__________

9. If you could find a job, would you wish to work outside the home?

   Yes__________ No__________

10. If your answer is "yes", please check reasons why you are not presently employed (could be more than one):

    Children are too small and need care__________

    Cannot find a suitable job__________

    Do not have enough skills for a good job__________

    Do not know how to find a job__________

    Do not know enough English to get a good job__________

    Family prefers I stay home__________

    Other personal reasons__________

11. If you had an opportunity for job training would you apply if it were available close to your home? Yes__________ No__________

RANDOM SURVEY OF UNEMPLOYED WOMEN - page 2

12. What kind of training programs would be helpful to you? (could be more than one):

English language__________

Office skills__________

Technical training__________ What kind?__________________________

How to look for a job__________

Bilingual vocational school__________

Other (please specify)______________________________________

13. How many years of schooling did you have?______________

14. Do you have a degree or skills in specific areas? Yes_______ No_______

15. If "yes", please specify____

16. Have you ever worked before? Yes_________ No___________

17. If "yes" to #14, what kinds of work did you do?______________________

____

18. Do you feel that lack of good English language skills is a major barrier to employment for you?

Yes________ No_________

PACIFIC/ASIAN AMERICAN WOMEN PROJECT, WOMEN'S BUREAU, U.S.DEPT. OF LABOR

RANDOM SURVEY OF UNEMPLOYED WOMEN-Low income, new immigrant, or semi and unskilled

May I request that you try to interview 5 unemployed women from your ethnic community using the attached questionnaire. Even if they cannot or will not answer everything, please get as much information as possible. Do not interview professional or high-skilled people.

Please return the completed survey forms in the enclosed post-free envelope to me by February 15, 1980.

Thank you very much for your help.

Ruth Kumata
Asian Women's Conference
Coordinator

Pacific/Asian American Women Project, Women's Bureau, DOL Jan.1,
Chicago Conference

RANDOM SURVEY OF EMPLOYED WOMEN

1. How long have you lived in Chicago?__________ (years) __________ (months, if less than year)

2. Year you came to Chicago__________

3. Place or country from which you came to Chicago__________

4. Why did you move to Chicago? (could bemore than one)
   To join family__________ To find a better job__________
   Personal reasons__________ Other__________ (specify if possible)

5. Your ethnic group__________ (Chinese, Korean, etc.)

6. Check the items which apply most to you (could be two):
   Immigrant before 1965__________ Immigrant after 1965__________-
   Natural-born citizen__________ Naturalized citizen__________

7. Age group: 17-21_____; 22-35_____; 36-55_____; 56-65_____; 66+_____

8. Marital status: Married__________; Single__________ (include widowed, divorced)

9. Children: Number__________; Ages__________

10. What is your first language?__________

11. Is your English: Excellent__________; Adequate__________; Fair__________; Poor__________

12. Do you feel that lack of good English language skills is a major barrier to better employment for you?
    Yes__________ No __________

13. How many years of schooling did you have?__________

14. Do you have a degree or skills in specific areas? Yes__________ No__________

15. If "yes" please specify__________

16. Do you work full-time__________ or part-time__________ (check one)

ANDOM SURVEY OF EMPLOYED WOMEN – Page 2

7. Type of work ______________________

Date started ________________

Starting salary _____________ Present salary _____________

18. List other types of work you did previous to this one:

____

____

____

9. Why did you leave your last job?

Got a better job ___________

To get training elsewhere _________

Dissatisfied with conditions _________

Dissatisfied with lack of promotions ___________

Personal reasons not job related _____________

Other ____________________________
(specify if possible)

0. What are your present plans regarding future employment?

Stay with present company and build career _________

Find a better job _____________

Look for training opportunities for a different job _____________

Other ____
(Specify if possible)

1. What kinds of skills do you have which are not being used on your present job?
____

2. What kind of position would you like if you had a choice?

____
(specify if possible)

Pacific Asian American Women Project, Women's Bureau, DOL
Chicago Conference

RANDOM SURVEY OF EMPLOYED WOMEN - page 3

23. Have you ever received on-the-job training to improve your skills?

Yes__________ NO__________

24. Have you received training separate from your job to improve job skills? (list kind and sponsor, if possible)

25. If you could recommend job training programs yourself, what kinds would you suggest?

26. What are the major barriers to employment and better jobs for Asian women in your personal opinion?

27. List any concerns or needs related to employment which you would like to bring to the attention of the government or other people who might be able to help you.

PACIFIC/ASIAN AMERICAN WOMEN PROJECT, WOMEN'S BUREAU, U.S.DEPT. OF LABOR Jan, 1980
CHICAGO CONFERENCE

RANDOM SURVEY OF EMPLOYED WOMEN - Low-income, new immigrant, or semi and unskilled

May I request that you interview 5 employed women from your ethnic community using the attached questionnaire. Even if they cannot or will not answer everything, please get as much information as possible. Do not interview professional or high-skilled people.

Please return the completed survey forms in the enclosed postage-free envelope to me by February 15, 1980.

Thank you very much for your help.

Ruth Kumata
Asian Women's Conference
Coordinator

ASIAN AND PACIFIC WOMEN'S PROJECT

Women's Bureau
U.S. Department of Labor
230 S. Dearborn Street
Chicago, Illinois 60604

QUESTIONNAIRE

Employment Services for Asian and Pacific American Women

1. Name of Agency ______________________________

2. Address ______________________________
Street/City Room No. Zip

3. Telephone ______________ Name of Agency ______________
Area code/number Director

4. Profit institution _____ Not-for-Profit _____ Private funded _____

Federal Gov't funded _____ State Gov't Funded _____ City Gov't _____.

5. Brief description of agency ______________________________

____

6. Employment Services provided especially for women: Please check as many as provided.

___ #1. Job Referral - provides names, addresses, job descriptions of employment possibilities.

___ #2. Information/Jobs, Training - provides information on where to look for jobs and/or where to go for job training.

___ #3. Information/Scholastic Financial Aid - provides information on loans, work-study grants and other financial aid to go to school.

___ #4. Career Counseling - provides testing, counselors with whom to discuss and plan career goals.

___ #5. Apprenticeship/Recruitment - provides information regarding programs which lead to a specific craft, trade or skill and actively seeks women to fill apprenticeship training positions.

___ #6. Information/employment-related services - provides information on where to go for services such as English-language training, day care, affirmative action such as legal services for those experiencing employment discrimination, medical and physical examination for employment, etc.

7. How long have you been providing the above services? Please check.

____ 1-3 years ____ 4-7 years ____ 8-12 years ____ years

8. In all these years have you ever provided services to women of Asian and Pacific ethnic background? (Japanese, Chinese, Filipino, Korean, Vietnamese, Burmese, Indochinese, Samoan, Cambodian, East Indian, Guamanian and others.)

____yes ____no ____frequently ____occasionally

9. If you have been providing services, which of the employment-related services have you provided? Please indicate services provided by number in Ques. 6

____

10. If you have not provided services in the past to women of Asian and Pacific ethnic background, would you provide services if there are individuals who request or will be referred to you for help? _____ yes _____ no

11. If no, what are the reasons that will limit your agency from providing services? Please explain: ____

____

____

12. Would you like to be included in the Directory for Employment Services for Asian and Pacific American Women? ____ yes ____ no

Please return completed questionnaire to:

Fe C. Nievera and/or Ruth Kumata
c/o Women's Bureau
U.S. Department of Labor
230 South Dearborn Street
Chicago, Illinois 60604

Please include any printed brochure describing your agency. Thank you very much.

Part III

National Conference on Employment of Asian/Pacific American Women

National Conference on Employment of Asian/Pacific American Women

Gramercy Inn, Washington D.C.

RECOMMENDATIONS

Asian/Pacific Women

(DOL)
- -Networking among various levels and groups. Information and resource sharing. A/P women on national boards. Provide names.
- -Include all recognition, representation.
- -Join and serve on local advisory boards.
- -Organize support groups (task forces, etc.)
- -Utilize existing resources.
- -Sensitize employees - community agencies.
- -Publish information regarding vacancies, etc. through existing A/P newsletters.
- -Network - determine "real" vacancies - targeting key slots, also need broad base coverage.
- -Local seminars.

DOL Policy

- -Broaden guidelines to address employability needs of A/P time, staffing, support services, entry and upward mobility.
- -Practice affirmative action
  - in commission, secretary's staff, regional offices, women's bureau
  - Prime sponsors requirement for bilingual and ethnic staff.
  - Include all smaller populations, Asian and Pacific women in minority definitions.

DOL Regulations and Old Programs

- -Review policies of local organizations.
- -Coordinate between agencies.
- -Drop CETA eligibility for ESL, change selection criteria, higher income, stipends, etc. Improve CETA programs.
- -Follow-up by service providers.
- -Must be accessible for participation of women.
- -A/P representation in Councils.
- -ESL go hand in hand in employment.
- -Re-evaluate programs.
- -Extend training and placement programs.
- -Child care and supportive services.

DOL Programs (New)

- -Conferences with specific topics and populations.
- -Directory of agencies to assist services providers.
- -Pilot projects (test recommendations).
- -Research Inventory of A/P women. National Research Project.
  - garment workers
  - needs of A/P women
- -Disseminate data gathered (all types re: A/P)
- -Proposal development.
- -Multilingual driver's education.
- -New creative rigorous outreach.
- -Basic orientation information booklets in different languages.

DOL Programs (New)

- -Training programs for staff sensitivity.
- -Market vocational education.
- -Orientation U.S.A. programs.
- -Fund network activities: e.g. information through government (DOL) newsletters, etc., on vacancies, programs.

Follow-up on DOL recommendations

National:

- -focus on administrative changes.
- -specific recommendations (22) women in CETA.
- CETA amendments
- -field training on regulations.
- -recommendation does not include mono-linguals.
- -advocate language programs for A/P.
- -have pushed internally - to remove age limit on apprenticeship unions can use age waiver toward Affirmative Action requirements.
- -what are weighing/rating factors to determine program/placement success (include language, non-traditional).
- -ETA. Focus on cost effectiveness not cost benefit, tax returns (local changes have not yet occured).
- -needs follow-up on placements to determine benefits.
- -problems of differences - credentialling (states, immigration).

THE NATIONAL PLANNING & RESEARCH PROJECT

A meeting was held to iron out the details of the research component of our recommendations to Secretary Ray Marshall. The group consisted of women "left over" from the Asian/Pacific Women's Employment of April 21-22 i.e. still hanging around in Washington, D.C. The members of this group were Mary Arimoto, Gloria Julagay, Maria Batayola, Carolyn Imamura, and Tin Myaing Thein.

The following two page report summarizes the general research plan. Please let us know if you feel it reflects our discussion of the two days before, on the research component.

Background

The research project was to be a descriptive type of study, where the major emphasis was to be on the status of affairs in the Asian/ Pacific women's world of work.

Problem

Each consultation was hampered and frustrated by the lack of complete and accurate data on unemployment, underemployment and employability of Asian/Pacific women.

Need

To provide more effective employment and other related services to Asian Pacific American Women.

Objectives

To gather statistics on employment needs and other related problems of Asian Pacific American Women, including unemployment and underemployment.

Target Population

Basically, the research would focus on Asian/Pacific women who are unemployed , underemployed and employable by length of residence by immigrant status.

Target Data Sources

Would include not only Asian/Pacific women but D.O.L. community based organizations, other service providers, prime sponsors, employers unions and policy makers.

The type of data sets involved would be the (1.) commonality of needs of Asian/Pacific women across the states, as well as identification of special needs in their pre-employment, employment and career mobility status. (2.) the stereotypes placed on them by employers, D.O.L., C.B.O's, etc., including an analysis of their awareness of Asian/Pacific women's needs, such as lack of transportation or problems of travel (multi-lingual) process or needs of mature women or consulting skills to provide assistance for APW employment programs including service delivery. (3) Within each population the research should uncover the complexities of the diversity of Asian/Pacific people. (4) Barriers to the world of work such as language and other barriers to participation unique to Asian/Pacific women for representation in different types of jobs, industries and non-traditional jobs for Asian/Pacific women. (5) In addition, the research should answer what support services presently exist for Asian/Pacific women, along with training and employability programs, which include provisions for work related personal development, e.g. resource and process utilization. (6) The status of affirmative action in D.O.L. in places such as commissions, Secretary's office, prime sponsor staffing, etc. and what barriers (time and money) exist for Asian/Pacific women serving on boards and commissions, including these agenciesoutreach programs to D.O.L. (7) Policy guidelines as they relate to Asian/Pacific women are to be examined, such as enforcement of CETA regulations and other employment related laws, and whether Asian/Pacific women and Asian/Pacific people are included in the definition of minority. (8.) Whether enough coordination exists between agencies to facilitate Asian/Pacific women's use of services and to facilitate learning through ESL with employment including the cost benefit of Asian/Pacific women's services eg. tax burden vs level of public funding of services for Asian/Pacific women.

U.S. Department of Labor

Office of the Secretary
Women's Bureau
230 South Dearborn St.
Chicago, Illinois 60604

Reply to the Attention of: 312-353-6985

April 3, 1980

MEMORANDUM FOR:
Asian Human Services of Chicago, Inc.
Burmese American Association of Chicago
Chinese American Service League
Governor's Information Center for Asian Assistance
Indochinese English Language and Employment Program, Truman College
Japanese American Citizens League
Japanese American Service Committee
Illinois Job Service
Midwest Women's Center
Pacific/Asian-American Mental Health Research Center
Project Mainstream, Truman College
U. S. Department of Health, Education and Welfare, Region V
Philippine American Council

FROM:
Sandra K. Frank
Regional Administrator

This is a belated thank you to your organization for its assistance in planning and implementing the Chicago Conference on Employment of Asian and Pacific American Women held March 22, 1980, at the Conrad Hilton Hotel. This event could not have taken place, or been a success, without the support of your organization and the hard work of your staff.

I hope that this will be the beginning of a continuing working relationship between your organization and the Women's Bureau. If there is anything we can do to assist you, please contact our office.

Fe Nievera, Alice Murata and Khanh Han have been selected by the conference planning committee to attend the National Conference on Asian and Pacific American Women to be held April 21 and 22, 1980, in Washington, D.C. If you have comments, recommendations, etc. that you would like them to share at this conference, please let them know.

A conference report including a summary of the program, list of participants, and recommendations for followup is being prepared. You will receive a copy after its completion.

Thank you again for your assistance.

U.S. Department of Labor

Office of the Secretary
Women's Bureau
230 South Dearborn St.
Chicago, Illinois 60604

Reply to the Attention of:

April 3, 1980

Dear Participant in the Chicago Conference on Employment of Asian and Pacific American Women (APAW) Held March 22, 1980

Many conference attendees expressed an interest in meeting again to network and to plan for future action.

Lillian Kimura volunteered to convene a networking meeting to begin this activity. Please attend:

Wednesday, April 16, 1980
4427 N. Clark
Chicago, IL
7:00 - 9:00 p.m.

(parking is available on north side of building)

Most of those who completed the conference evaluations felt that we had achieved the objectives of describing needs and explaining DOL programs. Many wanted to see more networking and communication. A full conference report including a list of participants will be available in the near future.

Three representatives from the planning committee will be attending a national conference on Asian and Pacific American Women in Washington, D.C., April 21 and 22, 1980: Fee Nievera, Alice Murata and Khanh Han. If you have any specific recommendations for them or the National Conference, please bring them to the April 16, 1980 meeting or contact the Women's Bureau at 312-353-6985.

I am taking this opportunity to thank you for your interest in the employment needs of Asian and Pacific American women, and to encourage you to continue to work toward improving their employment status. Communication and cooperation between the government and the community are effective tools for accomplishing this goal. Therefore, I encourage your continued interaction with the Women's Bureau.

The Burmese-American Association of Chicago was not included on the conference program as a cooperating agency, and I apologize to Daw Yee Lay Stein and the other members for this omission.

I hope to see you on April 16, 1980.

Sincerely,

Sandra K Frank

Sandra K. Frank
Regional Administrator

P. S. The Illinois Coalition on Women's Employment (ICWE) will meet Tuesday, April 15, 1980, from 10:00 a.m. to Noon, in Room 1098, 230 S. Dearborn, Chicago, IL 60604. You are invited to attend.

Enclosure: Fact Sheet on ICWE

April 30, 1980

Secretary Ray Marshall
Department of Labor
200 Constitution Ave., N.W.
Washington, D.C. 20201

Dear Secretary Marshall,

Thank you for meeting with the coordinators of the Asian/Pacific Women's Employment Consultation on April 22nd, 1980. As promised, we are submitting in writing the results of these consultations and our recommendations for future funding.

As you know, the Women's Bureau conducted a series of consultations on the economic and employment issues of Asian/Pacific American women. These were held in six cities: Honolulu, Seattle, San Francisco, Los Angeles, Chicago, New York, and Honolulu.

Out of each of the six consultations held across the nation come a strong agreement that we have not been recognized or included in national projects and policies as compared to other ethnic minorities such as our Black, Hispanic, and American Indian sisters.

This has impaired our ability to access training and jobs, negatively affecting our economic, social and mental condition.

We represent a diverse group with different languages and different cultures and different ethnic groups. There are those of us who are new-comers and those whose families have been here for generations. We are not all professional women as some believe. We are made up of individuals from all educational levels and many of us are economically and socially disadvantaged.

Although we are proud of our individual heritages, we are troubled by the commonality of our burden as we face traditional barriers against women and the added barriers against Asian and Pacific Island peoples.

Statistically, our people are invisible...underrepresented in the political process and administrative programs. Many face a language barrier, Many are victims of cultural stereotyping that effectively excludes them from some jobs.

Unfortunately, many problems on the job, attributed to lack of intelligence or skills, are caused by a lack of understanding or misunderstanding of our cultures.

We lack positive role models. Those original models provided by parents and other adults are no longer sufficient as we seek economic independence in a "different" cultural setting. Confused adults look to the young people for more appropriate role models of success and achievement. This deficit continues into the work world where we lack positive role models in high level, highly visible positions.

We have come to you today with a three-part proposal.

First, the establishment, on a national level, of a planning and research project to address our common needs.

Second, the establishment of six (6) regional demonstration projects to explore the diverse needs identified at our conferences.

And third, the establishment of a national advisory council of Asian and Pacific women to insure sensitivity and responsiveness to our needs.

Each consultation has experienced frustration in tracking data that is complete and accurate. The National Planning and Research Project would gather statistics on employment needs and related problems of Asian and Pacific Island women to determine the degree of unemployed and underemployment.

It would act as a clearinghouse of information on A/PI women to the Department of Labor, local regions, community based organizations, A/PI groups, service providers, government agencies and others for planning and delivery of services.

The project, once the data base is established, will provide technical assistance to local service providers in delivering and implementing projects designed to meet their unique needs.

An advisory council, representing the diverse Asian and Pacific Island women's groups should oversee and provide guidance for the implementation of this project.

At the regional conferences, we also heard testimony to the diverse concerns of Asian and Pacific Island women. The problems of our newly arrived sisters often revolve around their lack of familiarity with the American system and their inability to speak/understand language. Language classes are often inadequate, have long waiting lists, and do not provide even minimal understanding of technical or vocational jargon which would allow them to seek employment or employment assistance.

Some regions focused on the need for more effective outreach in existing programs and the development of alternative services or delivery strategy to reach those women who cannot or are not served now. Some women documented a problem of obtaining educational credentials or receiving credit for degrees or licenses received from their own countries when they could not obtain the original documents. Each region differed and the need for individual demonstration projects surfaced. The call for projects on both national and regional levels is the only way to provide immediate attention to our needs while establishing a sound basis for future planning.

On a final note, we have agreed that the lack of knowledge about and sensitivity toward the employment concerns of Asian and Pacific Island women are evident in the regulations and guidelines promulgated for its many programs, including those specifically designed to serve minority communities.

To correct this situation, goals and timetables need to be established regarding the employment of Asian and Pacific Island women in management and policy-making positions throughout the Department. We also note the need to transmit a similar requirement to Prime Sponsors and to Regional offices, the Women's Bureau and employment and training centers.

Thank you for this opportunity to share our concerns and recommendations with you. We are very much aware that you are the first member of the President's cabinet and the first Secretary of Labor to meet and discuss the concerns of Asian and Pacific Island Women. We want you to know that we are ready and willing to assist you in your efforts to meet the needs of our people.

With warmest regards,

Tin Myaing Thein
National Coordinator - California
Burmese
and:

Mary Arimoto
California
Japanese

Maria Batayola
Seattle, Wash.
Filipina

Patricia K. Brandt
Hawaii
Native Hawaiian

Phobol Cheng
New York
Cambodian

Latu E. Fusimalohi
California
Tongon

Betty L. Guimaraes
California
Chinese

Khanh Han
Illinois
Vietnamese

Irene Hirano
California
Japanese

Carolyn Imamura
Hawaii
Japanese

Gloria Julagay
California
Japanese

Lorna Kakesako
Hawaii
Korean

Elaine Ko
Washington
Japanese

Erin Morita
Washington
Japanese

Alice Murata
Illinois
Japanese

Fe C. Nievera
Illinois
Filipina

Grace Lyu Volckhausen
New York
Korean

Germaine Q. Wong
California
Chinese

Ruby Tsang
New York
Chinese

TMT:bls
cc: Alexis Herman
Gwen Wong

P. S. Thanks for making an honest woman out of Mary.

MAY 1 - 1980

April 28, 1980

Honorable F. Ray Marshall
Secretary of Labor
Washington, D. C. 20210

Dear Mr. Secretary:

It has come to my attention that you recently met with representatives of the Asian Pacific Women's Caucus regarding the employment problems of Asian Pacific women. I would like to support the recommendations of this group, specifically, that research be conducted to determine the extent and level of Asian Pacific women's employment, unemployment and underemployment. It would appear appropriate for the Women's Bureau to conduct such research if funds could be made available.

Employment problems of Asian Pacific women could be alleviated through demonstration projects that meet the unique needs of Asian Pacific women. Furthermore, the Labor Department could give greater consideration to increasing the participation of Asian Pacific women in top positions, including advisory boards.

Your prompt consideration of this request will be appreciated.

Sincerely,

WARREN G. MAGNUSON, Chairman
Labor, Health and Human Services,
and Education Appropriations
Subcommittee

WGM/St

bc: Mrs. Maria Batayola
Asian Pacific Women's Caucus
1524-14th Street South
Seattle, WA 98144

Dr. Tin Myaing Thein
11650 Iberia Place, Suite H
San Diego, California 9212